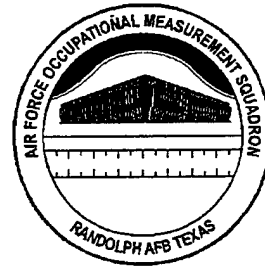
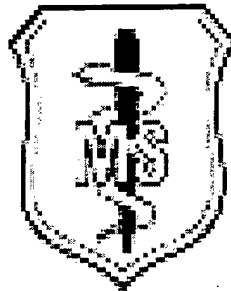




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**MEDICAL SERVICE
AFSC 4N0X1**

OSSN: 2378

FEBRUARY 2000

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5TH STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Medical Service career ladder, Air Force Specialty Code (AFSC) 4N0X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by 1Lt Todd Osgood. Computer programming support was provided by Mr. Tyrone Hill and administrative support was provided by Ms. Dolores Navarro. Captain Tegwin E. Cain analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** AFSCs 4N0X1, 4N0X1A, and 4N0X1B were surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 2,716 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) respondents across the career ladders, accounting for 53 percent of the total population surveyed. The majority of this specific report, however, will primarily focus on members in the basic AFSC 4N0X1, but the shredouts A, Allergy and Immunology and B, Neurology will also be reported.
2. **Specialty Jobs:** The specialty job analysis associated with this report identified five clusters and 8 jobs, accounting for 88 percent of the total sample. The remaining 12 percent, for one reason or another, did not group into one of these jobs or clusters. The Patient Care Cluster is the predominant job or cluster accounting for 41 percent of the survey population.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members spend less time on technical tasks as they progress through the skill levels. ANG and AFRC respondents remain much more technically oriented than their Active Duty counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** Job satisfaction among AFSC 4N0X1 personnel is fairly low for all Total Active Federal Military Service (TAFMS) groups (first-enlistment, second-enlistment, and career groups) when compared to responses from like AFSCs surveyed in 1998. Job satisfaction has also declined since the previous OSR was conducted in 1997. Reenlistment intentions for all TAFMS groups are higher when compared to like AFSCs but lower for all TAFMS groups when compared to the previous survey.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed. The ANG and AFRC comprise 44 percent of the total assigned personnel of this specialty. Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding. Job satisfaction is fairly low for all TAFMS groups when compared to both the comparative sample of like AFSCs and the previous survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)
MEDICAL SERVICE SYSTEMS
(AFSC 4N0X1)**

INTRODUCTION

This is an Occupational Survey Report (OSR) of Air Force Specialty Code (AFSC), 4N0X1, Medical Service career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS).

Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The current Medical Service career ladder was created in November 1993 with the conversion from AFSC 902X0 to AFSC 4N0X1/A/B. The two shreds in this career field are the 4N0X1A shred, Allergy & Immunization Technician and the 4N0X1B shred, Neurology Technician. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Medical Service career ladder was April 1997.

Background

As described in the AFMAN 36-2108, *Airman Classification Specialty Description*, dated 31 October 1999, states that AFSC 4N0X1 Medical Service personnel participate in, and manage planning, providing, and evaluating patient care. They organize the medical environment and perform and direct support activities in patient care situations, including contingency operations and disasters.

Personnel entering the AFSC 4N0X1 career ladder must attend the Medical Service Apprentice course at Sheppard AFB TX lasting 13 weeks and 2 days. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of General - 43; a strength factor of "H" (Weight lift of 50 lbs) is also required.

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 4N0X1, Medical Service personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2378, dated March 1999. A tentative task list was prepared which included tasks for the 4N0X1 AFSCs after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 41 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	383 TRS 82 MDOS
Eglin AFB FL	823 RHS 16 MDOS 728 ACS 96 MDSS
Pope AFB NC	43 MDG 43 AES
Andrews AFB MD	89 MDOS

The resulting JI contains a comprehensive listing of 719 tasks grouped under 17 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, job title, functional area, type of medical facility, emergency medical technician (EMT) certification level, equipment used or operated, and automated systems used.

Survey Administration

From March - July 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 4N0X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated

each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 4N0X1/A/B personnel as of January 1999. The 2,716 respondents in the final sample represent 27 percent of the total assigned personnel and 53 percent of the total personnel surveyed. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
4N031	15	16
4N051	58	59
4N051A	1	2
4N051B	<1	<1
4N071	22	20
4N091	2	2
4N000	1	0

TOTAL ASSIGNED* = 10,236

TOTAL SURVEYED** = 5,097

TOTAL IN SURVEY SAMPLE = 2,716

PERCENT OF ASSIGNED IN SAMPLE = 27%

PERCENT OF SURVEYED IN SAMPLE = 53%

* Assigned strength as of March 1999

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	4N0X1	
	Percent of Assigned	Percent of Sample
E-1 – E-3	14	15
E-4	32	32
E-5	29	30
E-6	15	14
E-7	8	7
E-8	2	2
COMMAND	4N0X1	
	Percent of Assigned	Percent of Sample
AETC	14	18
AMC	11	15
AFRC	25	15
ACC	10	13
AFMC	8	12
ANG	19	10
PACAF	5	7
USAFE	5	5
USAFA	1	2
AFSPC	1	2
AFSOC	1	1

As can be seen from Tables 1 and 2, the DAFSC and Paygrade, distributions of the survey sample are extremely close to the percent assigned and the Command distributions are relatively close. This indicates a high probability that the survey is an accurate representation of the respective populations for these career ladders.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 4N0X1 personnel (generally E-6 or E-7 craftsmen) also completed a second disk for either training emphasis (TE) or task difficulty (TD). These disks were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 42 senior NCOs who completed a TE disk were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 42 raters was acceptable. The average TE rating was 2.86 with a standard deviation of 1.78. Any task with a TE rating of 4.64 or above is considered to have a high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 68 senior NCOs who completed TD disks were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, five clusters and eight independent jobs were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 4N0X1 personnel.

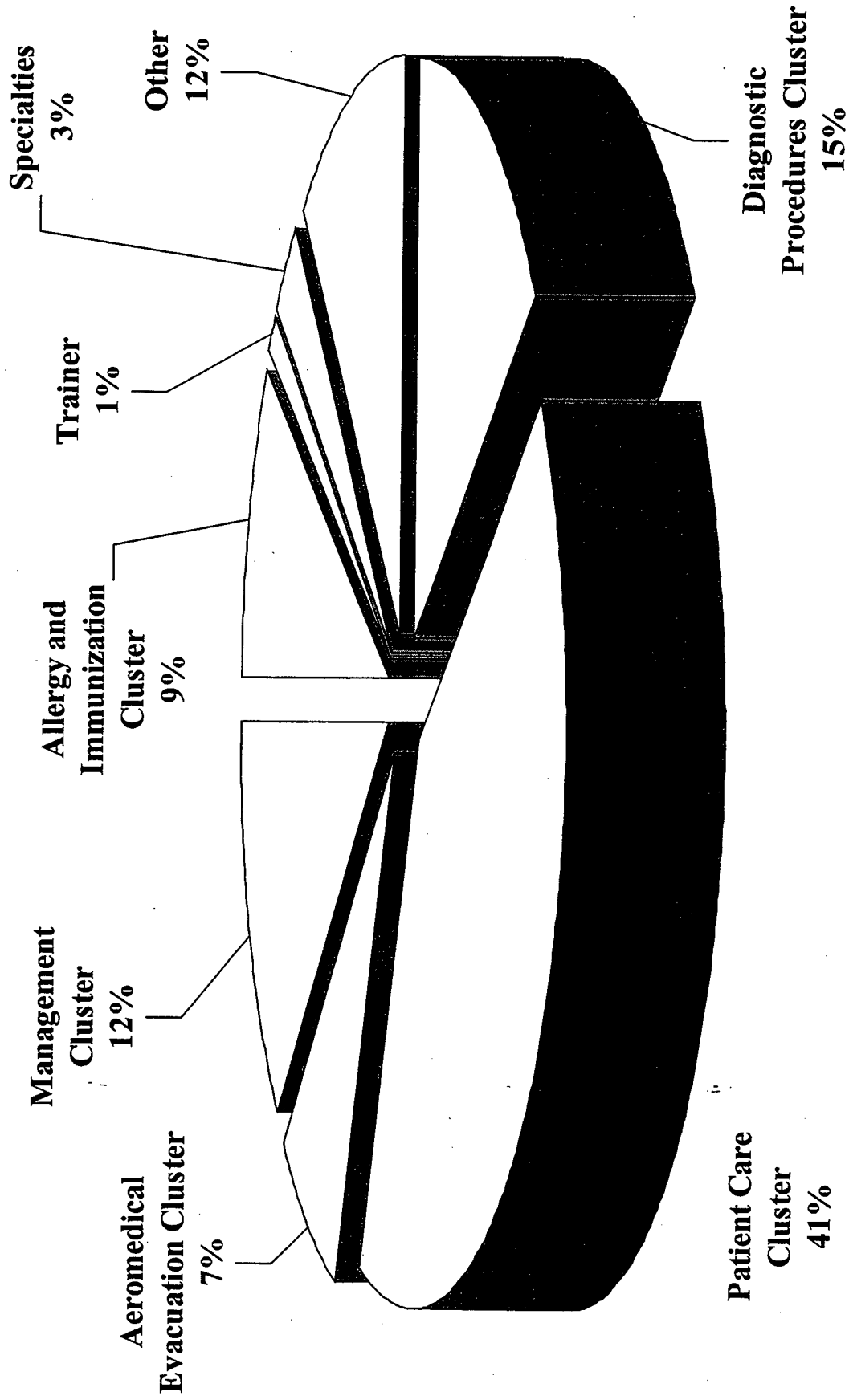
A listing of these jobs and clusters is provided below. The stage (STG) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. Patient Care Cluster (STG155, N=1115)
 - A. Inpatient Unit Technician Job
 - B. Emergency Services Technician Job
 - C. Reserve Forces Aeromedical Staging Job
 - D. Emergency Room Technician Job
- II. General Family Care Technician Job (STG311, N=12)
- III. Acute Care/Pediatrics Technician Job (STG192, N=10)
- IV. General Patient Care Technician Job (STG188, N=11)
- V. Emergency Aeromedical Technician Job (STG248, N=14)

- VI. Diagnostic Procedures Cluster (STG115, N=401)
 - A. Family Practice Technician Job
 - B. OB/GYN Technician Job
 - C. General Surgery Technician Job
 - D. Same Day Surgery Technician Job
- VII. Aeromedical Evacuation Cluster (STG127, N=198)
 - A. AD Aeromedical Staging Job
 - B. Aeromedical Evacuation Job
 - C. Guard/Reserve Aeromedical Technician Job
- VIII. Management and Supervisory Cluster (STG162, N=336)
 - A. Supervisor Job
 - B. Manager Job
- IX. Medical Readiness Job (STG209, N=15)
- X. Neurology Technician Job (STG747, N=12)
- XI. Physical Exam Technician Job (STG250, N=13)
- XII. Allergy and Immunization Cluster (STG112, N=239)
 - A. ANG Allergy/Immunization Technician Job
 - B. A-Shred Job
 - C. Reserve Forces Allergy/Immunization Technician Job
- XIII. Trainer Job (STG282, N=20)

The respondents forming these jobs and clusters account for 88 percent of the survey sample. The remaining 12 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include CDC Writer, 911 Dispatcher, Quality NCOIC and 7-Skill Level Manager.

4N0X1 SPECIALTY JOBS



Specialties include General Family Care, Acute Care / Pediatrics, General Patient Care, Emergency Aeromedical, Medical Readiness, Neurology, and Physical Exam Technician Jobs.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs and clusters. Selected background data for these jobs and clusters are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. PATIENT CARE CLUSTER (STG155). This is the core cluster and it comprises 41 percent of the survey sample. They spend 36 percent of their time performing General Patient Care activities of Duty A. They also spend 27 percent of their time Assisting with the Diagnostic Procedure tasks of Duty B and 11 percent performing Skilled Patient Care Activities of Duty C. The cluster is made up of four jobs that are identified by the area in which the airman works and the number of tasks performed. These jobs will be discussed below. The members of this cluster perform an average of 175 tasks, indicating the broad nature of their duties. Representative tasks are:

- Inspect or restock emergency carts
- Monitor or stabilize intravenous peripheral infusions, other than blood
- Perform cardiopulmonary resuscitation (CPR)
- Initiate or discontinue intravenous peripheral infusions, other than blood
- Perform oxygen therapy
- Clean and disinfect medical equipment
- Apply suction to patients
- Maintain treatment room supplies

Sixty-five percent of these members hold a 5-skill level and 21 percent the 3-skill level. The average time in the career ladder for these AD airmen is just over 6 years, with 7 years Total Active Federal Military Service (TAFMS). The predominant paygrade of this job is E-4.

There are four jobs within this cluster. The area in which the person works mainly separates these jobs. The 402 members of the Inpatient Unit Technician Job perform general patient care activities and assist with diagnostic procedures in Obstetrics/Gynecology, Intensive Care Units or Medical Units. Most of the members are at the 5-skill-level. They perform an average of 129 tasks including testing blood for sugar, ambulating patients, taking or recording oxygen saturation, and performing a finger stick for blood sampling.

The 643 members of the Emergency Services Technician Job consist of 86 percent AD and the majority are at the 5-skill level. They perform an average of 193 tasks including apply or remove dressings, set up oxygen equipment, take or record orthostatic vital signs, and perform venipunctures for blood collection. Twenty-one percent of these airmen work overseas.

The 25 members of the Reserve Forces Aeromedical Staging Job consist of 92 percent AFRC and 8 percent ANG. The majority are at the 7-skill level and 80 percent are supervising. They perform an average of 133 tasks including taking or recording pulse rates, performing manual litter carries, apply or remove dressings, and conduct supervisory orientations for newly assigned personnel.

The 36 members of the Emergency Room Technician Job consist of 50 percent AD, 28 percent AFRC and 22 percent ANG. Most of the members are at the 5-skill level. They perform an average of 397 tasks including apply or remove dressings, patch eyes, perform seizure precautions, debride wounds, and apply arm slings. Thirty-one percent are supervisors and 25 percent are overseas.

II. GENERAL FAMILY CARE TECHNICIAN JOB (STG311). The 12 airmen performing within this job make up less than 1 percent of the survey sample. They spend 55 percent of their time performing Duty B, Assisting With Diagnostic Procedures. They perform an average of 19 tasks, the lowest of any other cluster or job. Representative tasks performed include:

- Take or record body temperatures
- Take or record pulse rates
- Take or record blood pressures
- Take or record respiratory rates
- Accompany patients to appointments or procedures
- Take or record cardiac output readings
- Take or record body measurements
- Label specimens

This job consists of only AD personnel. The predominant paygrades of this cluster are E-4 and E-5. These airmen average 6½ years in the career field and nearly 8 years TAFMS. Seventy-five percent report holding the 5-skill level and 25 percent the 3-skill level. Furthermore, 17 percent of these members are assigned to units overseas.

III. ACUTE CARE / PEDIATRICS TECHNICIAN JOB (STG192). The 10 airmen forming this job make up less than 1 percent of the survey sample. They perform an average of 26 tasks and spend about 59 percent of their time Assisting With Diagnostic Procedures of Duty B. Typical tasks performed include:

- Take or record oxygen saturation
- Measure and record peak expiratory flows
- Take or record patient histories
- Set up oxygen equipment

- Take throat cultures
- Test blood for sugar
- Screen patients
- Prepare or perform ear irrigations

The predominant paygrade of this job is E-4. Ninety percent of these airmen are AD, averaging 4½ years in the career field and almost 6 years TAFMS. The remaining 10 percent of these members are AFRC. Ninety percent of this cluster report holding the 5-skill level and 10 percent the 7-skill level.

VI. GENERAL PATIENT CARE TECHNICIAN JOB (STG188). The 11 airmen forming this job make up less than 1 percent of the survey sample. They spend 45 percent of their time performing the General Patient Care tasks of Duty A and 32 percent of their time assisting with Diagnostic Procedures of Duty B. They average only 45 tasks performed. Representative tasks performed by these include:

- Perform or practice stabilization or cervical spines
- Perform or practice rescue breathing
- Perform or practice applications of long spine boards
- Perform or practice applications of manual restraints to patients
- Perform or practice applications of leg traction splints
- Perform or practice traumatic hemorrhage control
- Perform or practice decontamination of personnel or equipment
- Perform or practice applications of cervical collars

Only nineteen percent of these airmen are AD. Forty-five percent are AFRC and the other 36 percent are ANG. The predominant paygrade of this job is E-4. Seventy-three percent hold the 5-skill level and 18 percent the 3-skill level.

V. EMERGENCY AEROMEDICAL TECHNICIAN JOB (STG248). The 14 airmen forming this job make up less than 1 percent of the survey sample. They perform an average of 71 tasks and are distinguished by the 86 percent of their time spent performing General Patient care tasks of Duty A (Table 3). Typical tasks performed include:

- Insert or remove urinary catheters
- Apply arm slings
- Administer bedpans or urinals
- Maintain sterile fields
- Apply or remove dressings

- Apply elastic bandages
- Pack wounds
- Apply cravat bandages
- Patch eyes

Fifty percent are AD, while 43 percent are AFRC and only 7 percent are ANG. The predominant paygrade for this job is E-5. The AD members average about 8 years in the career field and nearly 9 years TAFMS.

VI. DIAGNOSTIC PROCEDURES CLUSTER (STG115). The 401 members of this job comprise of 15 percent of the survey sample. They spend 41 percent of their time Assisting With Diagnostic Procedures of Duty B and 32 percent of their time Performing General Patient Care Activities of Duty A. The area in which the airman works and the number of tasks performed determines the four jobs that are identified in this cluster. Members of this cluster perform an average of 59 tasks. Representative tasks include:

- Take or record orthostatic vital signs
- Remove sutures or staples
- Perform venipunctures for blood collection
- Assist with biopsies
- Perform visual acuities
- Set up equipment for electrocardiograms (EKGs)
- Prepare or position patients for medical treatments or examinations, other than operations
- Set up equipment for pap smears

Sixty-one percent of the members of this job hold the 5-skill level and 37 percent hold the 3-skill level. Ninety-six percent are AD, while 3 percent are AFRC and 1 percent are ANG. The predominant paygrade is E-4. The AD members of this job average almost 4 years in the career field and 4½ years TAFMS.

There are four jobs within this cluster. The area in which the member works mainly separates these jobs. The 221 members of the Family Practice Technician Job assist with diagnostic procedures normally in the Family Practice, Pediatrics, or Primary Care Clinics. Most of the members are at the 5-skill level. They perform an average of 62 tasks including screening patients, taking throat cultures, taking or recording vital signs, and taking or recording oxygen saturation.

The 54 members of the OB /GYN Technician Job are all AD and the majority are at the 5-skill level. They perform an average of 47 tasks including screening patients, assisting with obtaining pap smears, taking or recording blood pressures, and taking or recording body temperatures.

The 40 members of the General Surgery Technician Job are all AD and most are at the 5-skill level. They perform an average of 83 tasks including setting up equipment for colonoscopies and sigmoidoscopies, taking or recording respiratory rates, setting up oxygen equipment, and assisting with biopsies and upper endoscopic procedures.

The 54 members of the Same Day Surgery Technician Job consist of 76 percent AD and 24 percent AFRC. Most of the members are at the 5-skill level. They perform an average of 50 tasks including taking or recording blood pressures, ambulating patients, performing finger stick for blood sampling, and testing blood for sugar.

VII. AEROMEDICAL EVACUATION CLUSTER (STG127). The 198 airmen forming this job make up 7 percent of the survey sample. They spend 32 percent of their time performing Duty J, performing Aeromedical Evacuation activities and 20 percent of their time in Duty A, performing General Patient Care activities. They average 113 tasks performed. The cluster is made up of three jobs, which are identified by the area in which the airman works and the number and types of tasks performed. Representative tasks performed include:

- Enplane or deplane patients
- Initiate or annotate aeromedical evacuation forms
- Perform searches of patients, passengers, or baggage
- Enplane or deplane baggage
- Evaluate needs of patients being air evacuated
- Identify or treat hypoxia, motion sickness, ear blocks, or sinus blocks
- Perform preflight medical equipment inspections
- Perform antihijacking briefings

This cluster consists of 47 percent AD personnel, 43 percent AFRC and 10 percent ANG. The predominant paygrade of this cluster is E-5. These airmen average 8 years in the career field and nearly 8½ years TAFMS. Sixty-three percent report holding the 5-skill level and 26 percent the 7-skill level. Furthermore, 14 percent of these members are assigned to units overseas.

There are three jobs within this cluster. The 133 members of the Aeromedical Evacuation Job consist of 45 percent AD, 45 percent AFRC and 10 percent ANG. Most of the members are at the 5-skill level and 47 percent are supervising. They perform an average of 134 tasks including performing preflight medical equipment inspections, performing preflight safety briefings, evaluating needs of patients being air evacuated, and initiating or annotating aeromedical evacuation forms.

The 16 members of the Guard/Reserve Aeromedical Technician Job consist of 63 percent AFRC, 31 percent ANG and only 6 percent AD. The majority are 5-skill level and 19 percent are supervising. They perform an average of 40 tasks including enplane or deplane patients, configure aircraft to receive patients, perform preflight medical equipment inspections, and identify or treat hypoxia, motion sickness, ear blocks, or sinus blocks.

The 38 members of the AD Aeromedical Staging Job consist of 76 percent AD and most are at the 5-skill level. Thirty-seven percent are supervising and 32 percent are overseas. They perform an average of 87 tasks including enplane or deplane patients, configure ambulance buses (AMBUSs), evaluate needs of patient being air evacuated, and load or unload patients from ambulances.

VIII. MANAGEMENT AND SUPERVISORY CLUSTER (STG162). The 336 airmen forming this job make up 12 percent of the survey sample. They perform an average of 99 tasks and spend about 42 percent of their time performing Management and Supervisory activities of Duty B and 14 percent of their time performing Training activities of Duty O. There are two distinct jobs in this cluster, which are identified by the number and the type of tasks performed. Typical tasks performed include:

- Counsel subordinates concerning personal matters
- Evaluate personnel for compliance with performance standards
- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Inspect personnel for compliance with military standards
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Write or indorse military performance reports
- Recommend personnel for training
- Interpret policies, directives, or procedures for subordinates

The predominant paygrade of this job is E-6. Eighty-eight percent of these airmen are AD, averaging 13 years in the career field and over 15 years TAFMS. Fifty-four percent of this cluster report holding the 7-skill level, 36 percent the 5-skill level, and 9 percent the 9-skill level.

There are two jobs within this cluster. The 298 members of the Supervisor Job consist of 90 percent AD airmen. Most of the members are at the 7-skill level. They perform an average of 107 tasks including counseling subordinates concerning personal matters, determine or establish work assignments or priorities, conduct supervisory performance feedback sessions, write or indorse military performance reports and conduct on-the-job training (OJT).

The 37 members of the Manager Job consist of 70 percent AD and the majorities are at the 7-skill level or the 9-skill level. These are the upper management personnel. They perform an average of 40 tasks including evaluating personnel for promotion, demotion, reclassification, or special awards, inspect personnel for compliance with military standards, recommend personnel for training, and interpret policies, directives or procedures for subordinates.

IX. MEDICAL READINESS JOB (STG209). The 15 airmen forming this job make up less than 1 percent of the survey sample. They spend 34 percent of their time performing Medical Readiness activities of Duty M and 31 percent of their time performing Management and Supervisory activities of Duty N. They average 90 tasks performed. Representative tasks performed by these include:

- Draft or write mobility or deployment after-action reports
- Develop inputs to mobility, contingency, disaster preparedness, or unit emergence or alert plans
- Develop medical readiness plans or annexes
- Maintain disaster preparedness checklist
- Develop mobility inspection checklists
- Inspect mobility bags or kits, other than immunization clinic mobility bags
- Review mobility, contingency, disaster preparedness, or unit emergency or alert plans
- Coordinate medical readiness exercises with affected base or civilian agencies

Seventy-three percent of these airmen are AD, twenty percent are AFRC, and the other 7 percent are ANG. The predominant paygrade is E-5. Forty-seven percent hold the 5-skill level and 27 percent the 7-skill level.

X. NEUROLOGY TECHNICIAN JOB (STG747). The 12 airmen forming this job make up less than 1 percent of the survey sample. They perform an average of 87 tasks and are distinguished by the 52 percent of their time spent performing Neurological Test and Procedures of Duty K. This is the B-shred job. Typical tasks performed include:

- Monitor electrode site impedances
- Measure and mark head of patient using 10-20 system for EKGs
- Apply paste electrodes
- Brief patients concerning electrodiagnostic examination procedures
- Prepare electrode sites for application of electrodes
- Annotate electroencephalograms (EEGs) with artifact information
- Detect and eliminate artifacts
- Set up neurodiagnostic equipment for examinations
- Inspect electrode site impedances
- Identify waveform abnormalities and apply additional electrodes

All of these airmen are AD and they all have the B-shred. The predominant paygrade for this job is E-5. These AD members average about 9 years in the career field and over eleven years TAFMS.

XI. PHYSICAL EXAM TECHNICIAN JOB (STG250). The 13 members of this job make up less than 1 percent of the survey sample. They spend most of their time either assisting with Diagnostic Procedures of Duty B (43 percent) or performing General Patient Care activities of Duty A (19 percent). Members perform an average of 36 tasks. Representative tasks include:

- Document medical records
- Assist with nonflying physical examinations
- Document immunization records
- Initiate or maintain health records
- Conduct self-aid or buddy care training
- Prepare medications or vaccines for injections
- Run electrocardiograph (ECG) tracings
- Administer pulmonary function tests

Eighty-five percent of the members of this job hold the 5-skill level with 8 percent holding the 3-skill level and 8 percent the 7-skill level. Eighty-five percent are ANG, while 7 percent are AD and 8 percent are AFRC. The predominant paygrade is E-4.

XII. ALLERGY AND IMMUNIZATION CLUSTER (STG112). These 239 airmen make up 9 percent of the survey sample. They report 33 percent of their time performing Allergy and Immunization activities of Duty E. They also spend 14 percent of their time assisting with Diagnostic Procedures of Duty B and 13 percent performing General Patient Care activities of Duty A. There are three individual jobs within this cluster that are identified by the member's duty status and the number of tasks performed. The members of this cluster perform an average of 76 tasks. Representative tasks are:

- Transcribe immunization records
- Prepare, calculate, or administer intramuscular injections
- Interpret immunization requirements
- Interpret vaccination requirements
- Administer required immunizations for deployment locations
- Prepare, calculate, or administer subcutaneous injections
- Counsel patients concerning routine immunization procedures or effects
- Dispose of contaminated needles or syringes
- Prepare, calculate, or administer intradermal injections
- Administer, interpret, or record results of tuberculosis tests

Seventy-four percent of these members hold a 5-skill level and 25 percent hold the 7-skill level. Thirty-six percent of the airmen in this cluster have the A-shred. The average time in the career ladder for the 86 AD airmen is just over 6 years, with 10 years TAFMS. The predominant paygrade of this job is E-5.

There are three jobs within this cluster. The 85 members of the A-Shred Job consist of 82 percent AD. Most of the members are at the 5-skill level. They perform an average of 104 tasks including document immunization records, interpret vaccination requirements, prepare medications or vaccines for injection, and transcribe immunization records. Forty-five percent of these airmen also perform supervisory duties and 20 percent are overseas.

The 68 members of the ANG Allergy/Physical Exam Job Technician Job consist of 81 percent ANG, 16 percent AFRC and only 3 percent AD. The majority are at the 5-skill level. They perform an average of 83 tasks including prepare, calculate or administer intramuscular injections, take or record respiratory rates, prepare medications or vaccines for injections, and administer required immunizations for deployment locations.

The 46 members of the Reserve Forces Allergy/Immunization Technician Job are 50 percent AFRC, 33 percent ANG and 17 percent AD. The majorities are at the 5-skill level. They perform an average of 31 tasks including document immunization records, transcribe immunization records, prepare medications or vaccines for injections, and interpret immunization requirements. Thirty-three percent of these airmen are supervisors.

XIII. TRAINER JOB (STG282). The 20 airmen forming this job make up less than 1 percent of the survey sample. They perform an average of 37 tasks and are distinguished by the 51 percent of their time spent performing Training activities of Duty O. Typical tasks performed include:

- Develop or procure training materials or aids
- Evaluate training methods or techniques of instructors
- Determine training requirements
- Maintain training records or files
- Evaluate effectiveness of training programs, plans, or procedures
- Conduct formal course classroom training
- Evaluate progress of trainees
- Establish or maintain study reference files
- Conduct on-the-job training (OJT)

Fifty percent of these airmen are AD and the predominant paygrade for this job is E-5. Seventy percent are at the 5-skill level and 30 percent are at the 7-skill level. The AD members average over 7 years in the career field and over 9 years TAFMS.

Comparison to Previous Study

Table 5 lists the jobs and clusters identified in this report and compares them to the jobs and clusters of the 1997 report. Eight of the 13 clusters and jobs identified in the previous report matched similar jobs in this report. The previous survey identified a Patient Services Cluster which grouped the General Family Care Technician, the Acute Care/Pediatrics Technician, and the General Patient Care Technician Jobs into the Cluster. The 1997 survey also grouped the Emergency Aeromedical Technician Job together with the Diagnostic Procedures Cluster of the 2000 survey and they called it the Emergency Treatment Cluster.

The Physical Exam Technician job identified in this report was not identified in the 1997 report.

These differences affect a very small percentage of the survey respondents and therefore have little effect on the career ladder structure.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	Patient Care CLUSTER (STG155)	General Family Care Technician JOB (STG311)		Acute Care/ Pediatrics Technician JOB (STG192)		General Patient Care Technician JOB (STG188)		Emergency Aeromedical Technician JOB (STG248)	
A. PERFORMING GENERAL PATIENT CARE ACTIVITIES	36	21		19		45		86	
B. ASSISTING WITH DIAGNOSTIC PROCEDURES	27	55		59		32		8	
C. PERFORMING SKILLED PATIENT CARE ACTIVITIES	11	1		3		6		*	
D. MAINTAINING PATIENT RECORDS	2	4		2		*		*	
E. PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	3	6		2		4		1	
F. PREPARING ALLERGY EXTRACTS OR KITS	*	*		0		*		0	
G. PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	4	2		3		4		1	
H. PERFORMING HEALTH AND WELLNESS CENTER ACTIVITIES	*	*		0		0		0	
I. PERFORMING HYPOBARIC CHAMBER ACTIVITIES	2	*		1		*		*	
J. PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	*	0		0		1		*	
K. PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*	*		0		*		*	
L. PERFORMING HEMODIALYSIS ACTIVITIES	*	0		0		0		*	
M. PERFORMING MEDICAL READINESS ACTIVITIES	2	0		3		6		*	
N. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	4		4		*		0	
O. PERFORMING TRAINING ACTIVITIES	2	*		1		*		0	
P. PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	2	5		*		*		0	
Q. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	*		2		0		*	

* INDICATES LESS THAN 1%

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	Diagnostic Procedures CLUSTER (STG115)	Aeromedical Evacuation CLUSTER (STG127)	Management/ Supervisor CLUSTER (STG162)	Medical Readiness JOB (STG209)
A. PERFORMING GENERAL PATIENT CARE ACTIVITIES	32	20	10	2
B. ASSISTING WITH DIAGNOSTIC PROCEDURES	42	14	11	2
C. PERFORMING SKILLED PATIENT CARE ACTIVITIES	6	5	3	1
D. MAINTAINING PATIENT RECORDS	2	*	1	*
E. PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	3	*	2	*
F. PREPARING ALLERGY EXTRACTS OR KITS	0	*	*	0
G. PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	3	2	1	2
H. PERFORMING HEALTH AND WELLNESS CENTER ACTIVITIES	*	*	*	0
I. PERFORMING HYPOBARIC CHAMBER ACTIVITIES	*	3	*	*
J. PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	*	32	*	1
K. PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*	*	*	0
L. PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*	*
M. PERFORMING MEDICAL READINESS ACTIVITIES	*	7	2	34
N. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	7	42	31
O. PERFORMING TRAINING ACTIVITIES	*	4	14	12
P. PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	4	2	7	9
Q. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	5	4

* INDICATES LESS THAN 1%

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	Physical				Trainer JOB (STG282)
	Neurology Technician JOB (STG747)	Exam Technician JOB (STG250)	Allergy and Immunization CLUSTER (STG112)		
A. PERFORMING GENERAL PATIENT CARE ACTIVITIES	8	19	13	18	
B. ASSISTING WITH DIAGNOSTIC PROCEDURES	7	43	14	4	
C. PERFORMING SKILLED PATIENT CARE ACTIVITIES	*	6	12	2	
D. MAINTAINING PATIENT RECORDS	1	3	2	*	
E. PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	*	11	33	*	
F. PREPARING ALLERGY EXTRACTS OR KITS	0	0	2	0	
G. PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	*	6	3	2	
H. PERFORMING HEALTH AND WELLNESS CENTER ACTIVITIES	*	*	*	0	
I. PERFORMING HYPOBARIC CHAMBER ACTIVITIES	*	2	*	*	
J. PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	*	*	*	0	
K. PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	52	*	*	*	
L. PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*	0	
M. PERFORMING MEDICAL READINESS ACTIVITIES	*	2	3	*	
N. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	17	2	8	14	
O. PERFORMING TRAINING ACTIVITIES	2	2	4	51	
P. PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	5	3	3	4	
Q. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	*	2	3	

* INDICATES LESS THAN 1%

TABLE 4

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	Patient Care CLUSTER	General Family Care Technician JOB	Acute Care/ Pediatrics Technician JOB	General Patient Care Technician JOB	Emergency Aeromedical Technician JOB
NUMBER IN GROUP	1115	12	10	11	14
PERCENT OF SAMPLE	41%	*	*	*	*
PERCENT OVERSEAS	18%	17%	0%	18%	0%
DAFSC DISTRIBUTION					
4N031	21%	25%	0%	18%	7%
4N051	65%	75%	90%	73%	93%
4N051A	0%	0%	0%	0%	0%
4N051B	0%	0%	0%	0%	0%
4N071	13%	0%	10%	9%	0%
4N091	1%	0%	0%	0%	0%
PAYGRADE DISTRIBUTION					
E-1 TO E-4	55%	58%	70%	91%	50%
E-5	28%	33%	20%	0%	50%
E-6	12%	9%	10%	9%	0%
E-7	4%	0%	0%	0%	0%
E-8	1%	0%	0%	0%	0%
AVERAGE MONTHS IN CAREER FIELD	76	80	55	48	74
AVERAGE MONTHS TAFMS	79	96	70	48	74
PERCENT IN FIRST ENLISTMENT	47%	50%	50%	72%	42%
PERCENT SUPERVISING	39%	17%	20%	9%	29%
AVERAGE NUMBER OF TASKS PERFORMED	175	19	26	44	71

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	Diagnostic Procedures CLUSTER	Aeromedical Evacuation CLUSTER	Management and Supervisor CLUSTER	Medical Readiness JOB
NUMBER IN GROUP	401	198	336	15
PERCENT OF SAMPLE	15%	7%	12%	*
PERCENT OVERSEAS	15%	14%	16%	13%
DAFSC DISTRIBUTION				
4N000	0%	0%	1%	6%
4N031	37%	8%	0%	0%
4N051	61%	63%	36%	47%
4N051A	0%	0%	0%	0%
4N051B	0%	0%	0%	0%
4N071	2%	26%	54%	27%
4N091	0%	3%	9%	20%
PAYGRADE DISTRIBUTION				
E-1 TO E-4	82%	28%	1%	0%
E-5	17%	40%	28%	40%
E-6	1%	19%	36%	20%
E-7	0%	10%	28%	20%
E-8	0%	3%	6%	13%
E-9	0%	0%	1%	7%
AVERAGE MONTHS IN CAREER FIELD	46	96	156	170
AVERAGE MONTHS TAFMS	53	96	168	170
PERCENT IN FIRST ENLISTMENT	66%	44%	5%	7%
PERCENT SUPERVISING	14%	42%	88%	40%
AVERAGE NUMBER OF TASKS PERFORMED	59	113	99	90

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	Neurology Technician JOB	Physical Exam Technician JOB	Allergy and Immunization CLUSTER	Trainer JOB
NUMBER IN GROUP	12	13	239	20
PERCENT OF SAMPLE	*	*	9%	1%
PERCENT OVERSEAS	33%	0%	11%	10%
DAFSC DISTRIBUTION				
4N000	0%	0%	0%	0%
4N031	0%	8%	1%	0%
4N051	17%	85%	53%	70%
4N051A	0%	0%	21%	0%
4N051B	75%	0%	0%	0%
4N071	8%	7%	25%	30%
4N091	0%	0%	1%	0%
PAYGRADE DISTRIBUTION				
E-1 TO E-4	8%	62%	37%	20%
E-5	50%	23%	41%	55%
E-6	33%	15%	14%	5%
E-7	9%	0%	7%	20%
E-8	0%	0%	1%	0%
AVERAGE MONTHS IN CAREER FIELD	110	72	78	104
AVERAGE MONTHS TAFMS	132	72	78	104
PERCENT IN FIRST ENLISTMENT	0%	77%	46%	30%
PERCENT SUPERVISING	67%	23%	36%	20%
AVERAGE NUMBER OF TASKS PERFORMED	87	36	76	37

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS

CURRENT SURVEY (N=2,716)		1997 SURVEY (N=2,076)
I	Patient Care Cluster	Patient Care Cluster
II	General Family Care Technician Job	Patient Services Cluster
III	Acute Care/Pediatrics Technician Job	Patient Services Cluster
IV	General Patient Care Technician Job	Patient Services Cluster
V	Emergency Aeromedical Technician Job	Emergency Treatment Cluster
VI	Diagnostic Procedures Cluster	Emergency Treatment Cluster
VII	Aeromedical Evacuation Cluster	Aeromedical Evacuation Cluster
VIII	Management and Supervisory Cluster	Supervision Cluster
IX	Medical Readiness Job	Medical Readiness Job
X	Neurology Technician Job	Neurology Job
XI	Physical Exam Technician Job	NOT IDENTIFIED
XII	Allergy and Immunization Cluster	Allergy and Immunization Cluster
XIII	Training Job	Training Job

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs and clusters are displayed in Tables 6-8, while Tables 9-11 offer another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables also reflect the distribution of AD, ANG, and AFRC personnel. A somewhat typical pattern of progression is noted within the AFSC 4N0X1 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, they begin to perform supervisory tasks, but still spend time performing the technical tasks of the career ladder.

Skill-Level Descriptions

DAFSC 4N031. Representing 16 percent of the survey sample, these 436 AD airmen perform an average of 98 tasks. Fifty-three percent of this group work in the Patient Care Cluster (see Table 6), with 34 percent performing in the Diagnostic Procedures Cluster.

Table 9 reflects the percent time spent on duties by DAFSC 4N031 personnel. At the 3-skill level, their time is concentrated on the technical tasks of duties A and B. Representative tasks performed by these members are listed in Table 12.

DAFSC 4N051. The 1,668 members of this group account for 61 percent of the survey sample. Forty-three percent work in the Patient Care Cluster and 15 percent in the Diagnostic Procedures Cluster (see Table 7). This table also reflects the differences in the job distribution of AD, ANG and AFRC forces. The AD employs 51 percent of their 5-skill level personnel in the Patient Care Cluster while the AFRC has only 34 percent respectively in the Patient Care Cluster. The ANG has 46 percent of their 5-skill level personnel in the Allergy and Immunization Cluster and only 15 percent in the Patient Care Cluster. This is a significant difference in the employment of the personnel in this DAFSC between the AD and AFRC/ANG.

Table 10 provides a comparison of the relative time spent on duties for the AD and ANG forces at the 5-skill level. This table reflects the AD and the AFRC members all devote more time to General Patient Care and Diagnostic Procedure tasks. But the ANG spend 16 percent of their time on Performing Allergy and Immunization tasks and the AFRC spend 10 percent of their time Performing Aeromedical Evacuation tasks.

Tables 13-16 list representative tasks performed by these DAFSC 4N051 personnel. Table 17 reflects those tasks which best differentiate the AD 3-skill levels from the 5-skill levels. This table shows the 3-skill levels perform some technical tasks more than 5-skill levels, while the 5-skill levels perform supervisory tasks not performed at the 3-skill level.

Table 18 shows the tasks with the most differences between AD 5-skill levels and their ANG 5-skill level counterparts. This table clearly shows AD forces performing more emergency care and clinical care tasks than the ANG forces and the ANG members performing more administrative and allergy/immunization tasks than the AD.

Table 19 compares the tasks performed by AD and AFRC 5-skill levels. This table clearly shows AD forces performing emergency care and supervisory tasks than the AFRC forces and the AFRC forces performing more aeromedical and general patient care tasks.

Table 20 compares the 5-skill levels of the AFRC and ANG. This table shows more ANG members performing the Allergy / Immunization tasks of Duty E than their AFRC counterparts. It also shows the AFRC incumbents performing more of the General Patient Care tasks of Duty A.

DAFSC 4N071. These 543 members perform an average of 124 tasks and represent 20 percent of the survey sample. Table 8 shows the highest percentage of AD members are in the Management and Supervisory Cluster. It also reflects the ANG and AFRC focusing more on the technical jobs in the Patient Care, Aeromedical Evacuation, and Allergy/Immunization Clusters and less in the Management and Supervisory Cluster as their AD counterparts.

Table 11 reflects the percent time spent on duties by DAFSC 4N071 members. The main point of this table is the large amount of time spent by ANG and AFRC members performing the technical tasks of Duties A and B, while the AD is heavily involved in the Supervisory and Management tasks of Duty N.

Representative tasks performed by 7-skill level members are reflected in Tables 21-24. Table 25 reflects tasks which best differentiate between AD 5- and 7-skill levels. This table clearly shows the much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level. Table 26 compares the ANG 5- and 7-skill levels and shows the 7-skill levels performing training and supervisory tasks at a much higher percentage than the 5-skill levels.

Table 27 reflects the tasks which best differentiate between AFRC 5- and 7-skill levels. Like their AD and ANG counterparts, the AFRC 5-skill levels are more technically oriented than the 7-skill levels who perform training and supervisory tasks at a much higher percentage.

Tables 28 and 29 reflect the differences between the AD and ANG and AD and AFRC members. Both tables show the much heavier involvement in supervisory and management tasks of the AD 7-skill level members than their more technically oriented AFRC and ANG counterparts.

Table 30 compares the ANG and AFRC 7-skill levels and reflects results very similar to the 5-skill level differences of the AFRC and ANG. This table shows the ANG performing Allergy/Immunization tasks at a much higher percentage than the AFRC 7-skill levels.

Summary

Progression in the Medical Service career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen performing primarily the core job of Medical Service at the 3- and 5-skill levels, with some broadening into supervisory functions at the 7-skill level. While AD craftsmen at the 7-skill level begin to shift to supervisory jobs, some of their time is still spent performing general patient care functions. The AFRC and ANG members at the 5- and 7-skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		ACTIVE 4N031 (N=441)
I.	PATIENT CARE CLUSTER	53
II.	GENERAL FAMILY CARE TECHNICIAN JOB	*
III.	ACUTE CARE / PEDIATRICS TECHNICIAN JOB	0
IV.	GENERAL PATIENT CARE TECHNICIAN JOB	*
V.	EMERGENCY AEROMEDICAL TECHNICIAN JOB	*
VI.	DIAGNOSTIC PROCEDURES CLUSTER	34
VII.	AEROMEDICAL EVACUATION CLUSTER	4
VIII.	MANAGEMENT AND SUPERVISORY CLUSTER	0
IX.	MEDICAL READINESS JOB	0
X.	NEUROLOGY TECHNICIAN JOB	0
XI.	PHYSICAL EXAM TECHNICIAN JOB	*
XII.	ALLERGY AND IMMUNIZATION CLUSTER	*
XIII.	TRAINING JOB	*
	OTHER	8

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 4N051 (N=1668)				ACTIVE 4N051 (N=1202)				ANG 4N051 (N=162)				AFRC 4N051 (N=245)			
I. PATIENT CARE CLUSTER	43				51				15				34			
II. GENERAL FAMILY CARE TECHNICIAN JOB	*				*				0				*			
III. ACUTE CARE / PEDIATRICS TECHNICIAN JOB	*				*				0				0			
IV. GENERAL PATIENT CARE TECHNICIAN JOB	*				0				0				0			
V. EMERGENCY AEROMEDICAL TECHNICIAN JOB	*				*				0				2			
VI. DIAGNOSTIC PROCEDURES CLUSTER	15				20				0				4			
VII. AEROMEDICAL EVACUATION CLUSTER	7				5				6				20			
VIII. MANAGEMENT AND SUPERVISORY CLUSTER	7				10				0				*			
IX. MEDICAL READINESS JOB	*				*				0				0			
X. NEUROLOGY TECHNICIAN JOB	*				*				0				0			
XI. PHYSICAL EXAM TECHNICIAN JOB	*				0				6				0			
XII. ALLERGY AND IMMUNIZATION CLUSTER	11				2				46				12			
XIII. TRAINING JOB	*				*				0				0			
OTHER	12				9				27				27			

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 4N071 (N=543)		ACTIVE 4N071 (N=325)		ANG 4N071 (N=86)		AFRC 4N071 (N=132)	
I. PATIENT CARE CLUSTER	27		29		10		31	
II. GENERAL FAMILY CARE TECHNICIAN JOB	0		0		0		*	
III. ACUTE CARE/PEDIATRICS TECHNICIAN JOB	*		0		0		0	
IV. GENERAL PATIENT CARE TECHNICIAN JOB	*		0		0		0	
V. EMERGENCY AEROMEDICAL TECHNICIAN JOB	0		0		0		0	
VI. DIAGNOSTIC PROCEDURES CLUSTER	1		1		0		1	
VII. AEROMEDICAL EVACUATION CLUSTER	9		3		10		25	
VIII. MANAGEMENT AND SUPERVISORY CLUSTER	34		48		12		13	
IX. MEDICAL READINESS JOB	*		1		0		0	
X. NEUROLOGY TECHNICIAN JOB	*		*		0		0	
XI. PHYSICAL EXAM TECHNICIAN JOB	2		0		1		0	
XII. ALLERGY AND IMMUNIZATION CLUSTER	11		4		40		10	
XIII. TRAINING JOB	1		*		0		3	
OTHER	14		13		27		16	

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

DUTIES	ACTIVE 4N031 (N=441)
A PERFORMING GENERAL PATIENT CARE ACTIVITIES	39
B ASSISTING WITH DIAGNOSTIC PROCEDURES	34
C PERFORMING SKILLED PATIENT CARE ACTIVITIES	8
D MAINTAINING PATIENT RECORDS	2
E PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	2
F PREPARING ALLERGY EXTRACTS OR KITS	*
G PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	3
H PERFORMING HEALTH AND WELLNESS CENTER (HAWK) ACTIVITIES	*
I PERFORMING HYPERBARIC CHAMBER ACTIVITIES	1
J PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	1
K PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*
L PERFORMING HEMODIALYSIS ACTIVITIES	*
M PERFORMING MEDICAL READINESS ACTIVITIES	1
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2
O PERFORMING TRAINING ACTIVITIES	*
P PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	2
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1

* less than 1 percent

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 4N051 (N=1668)	ACTIVE 4N051 (N=1202)	ANG 4N051 (N=161)	AFRC 4N051 (N=245)
A PERFORMING GENERAL PATIENT CARE ACTIVITIES	30	31	24	34
B ASSISTING WITH DIAGNOSTIC PROCEDURES	25	27	24	21
C PERFORMING SKILLED PATIENT CARE ACTIVITIES	9	8	9	8
D MAINTAINING PATIENT RECORDS	2	2	2	*
E PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	6	3	16	7
F PREPARING ALLERGY EXTRACTS OR KITS	*	*	*	*
G PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	3	3	4	3
H PERFORMING HEALTH AND WELLNESS CENTER (HAWK) ACTIVITIES	*	*	*	*
I PERFORMING HYPERBARIC CHAMBER ACTIVITIES	1	1	1	2
J PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	3	2	5	10
K PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*	*	*	*
L PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*	*
M PERFORMING MEDICAL READINESS ACTIVITIES	3	2	6	5
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8	9	2	4
O PERFORMING TRAINING ACTIVITIES	4	4	2	4
P PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	3	4	2	1
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	1	*

* less than 1 percent

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 4N071 (N=543)	ACTIVE 4N071 (N=325)	ANG 4N071 (N=86)	AFRC 4N071 (N=132)
A PERFORMING GENERAL PATIENT CARE ACTIVITIES	17	15	17	22
B ASSISTING WITH DIAGNOSTIC PROCEDURES	14	13	19	13
C PERFORMING SKILLED PATIENT CARE ACTIVITIES	6	5	6	6
D MAINTAINING PATIENT RECORDS	1	1	1	*
E PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	6	3	12	8
F PREPARING ALLERGY EXTRACTS OR KITS	*	*	*	*
G PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	3	3	4	3
H PERFORMING HEALTH AND WELLNESS CENTER (HAWK) ACTIVITIES	*	*	*	*
I PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*	*	*	1
J PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	3	1	4	9
K PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*	*	*	*
L PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*	*
M PERFORMING MEDICAL READINESS ACTIVITIES	5	4	7	6
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	25	31	13	17
O PERFORMING TRAINING ACTIVITIES	10	10	10	10
P PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	5	6	3	2
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	5	2	1

* less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY AD 4N031 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=436)	
B0221	Take or record pulse rates	90
B0222	Take or record respiratory rates	89
B0211	Take or record blood pressures	88
B0213	Take or record body temperatures	87
B0225	Label specimens	86
B0219	Take or record oxygen saturation	79
A0042	Dispose of contaminated needles or syringes	78
A0060	Maintain treatment room supplies	76
A0001	Accompany patients to appointments or procedures	76
A0059	Maintain sterile fields	76
A0034	Clean and disinfect medical equipment	72
B0218	Take or record orthostatic vital signs	67
B0164	Perform venipunctures for blood collection	66
B0177	Set up oxygen equipment	66
A0053	Inspect or restock emergency carts	66
B0212	Take or record body measurements	64
A0032	Clean patient care areas, other than in aircraft	64
A0122	Screen patients	63
B0223	Test blood for sugar	63
A0005	Ambulate patients	62
B0154	Perform finger stick for blood sampling	62
G0346	Collect urine specimens	60
B0191	Set up equipment for electrocardiograms (EKG's)	60
A0061	Make beds	58
A0064	Monitor or stabilize intravenous peripheral infusions other than blood	58
A0052	Insert or remove urinary catheters	57
A0063	Monitor or report emotional status or needs of patients	56
A0065	Move patients within medical treatment facilities (MTFs)	56
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	55
A0078	Perform oxygen therapy	54
A0121	Remove sutures or staples	53
A0002	Administer bedpans or urinals	53
B0138	Attach cardiac monitoring leads to patients	53
A0116	Prepare or position patients for medical treatments or examinations, other than operations	52
B0206	Set up equipment for urinary cathetizations	52
B0210	Take throat cultures	51
B0149	Measure and record peak expiratory flows	51
B0220	Take or record patient histories	50

* Average Number of Tasks Performed - 98

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 4N051 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=1668)
B0221	Take or record pulse rates	84
B0211	Take or record blood pressures	82
B0222	Take or record respiratory rates	81
B0213	Take or record body temperatures	76
A0042	Dispose of contaminated needles or syringes	70
B0225	Label specimens	69
A0019	Apply or remove dressings	68
B0219	Take or record oxygen saturation	67
B0177	Set up oxygen equipment	65
A0060	Maintain treatment room supplies	63
A0059	Maintain sterile fields	61
B0218	Take or record orthostatic vital signs	61
B0164	Perform venipunctures for blood collection	60
A0099	Perform or practice rescue breathing	60
A0069	Perform cardiopulmonary resuscitation (CPR)	60
A0034	Clean and disinfect medical equipment	58
A0001	Accompany patients to appointments or procedures	57
A0053	Inspect or restock emergency carts	56
A0122	Screen patients	56
B0191	Set up equipment for electrocardiograms (EKG's)	56
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	54
A0078	Perform oxygen therapy	54
A0064	Monitor or stabilize intravenous peripheral infusions other than blood	53
A0100	Perform or practice stabilizations of cervical spines	53
A0017	Apply suction to patients	53
B0220	Take or record patient histories	53
B0212	Take or record body measurements	52
B0138	Attach cardiac monitoring leads to patients	52
A0007	Apply arm slings	51
B0169	Set up defibrillators	51
B0154	Perform finger stick for blood sampling	50
A0009	Apply elastic bandages	50
C0240	Identify or assist with care for respiratory distress	50
A0032	Clean patient care areas, other than in aircraft	49
B0223	Test blood for sugar	49
A0057	Load or unload patients in or from ambulances	49
A0093	Perform or practice applications of long-spine boards	49
A0101	Perform or practice traumatic hemorrhage control	49

* Average Number of Tasks Performed - 115

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AD 4N051 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=1202)
B0221	Take or record pulse rates	87
B0211	Take or record blood pressures	85
B0222	Take or record respiratory rates	84
B0213	Take or record body temperatures	81
B0225	Label specimens	78
B0219	Take or record oxygen saturation	75
A0042	Dispose of contaminated needles or syringes	73
A0060	Maintain treatment room supplies	72
A0019	Apply or remove dressings	72
B0177	Set up oxygen equipment	70
B0218	Take or record orthostatic vital signs	68
A0059	Maintain sterile fields	68
A0034	Clean and disinfect medical equipment	65
B0164	Perform venipunctures for blood collection	65
A0122	Screen patients	64
A0001	Accompany patients to appointments or procedures	63
A0053	Inspect or restock emergency carts	63
A0069	Perform cardiopulmonary resuscitation (CPR)	63
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	62
A0064	Monitor or stabilize intravenous peripheral infusions, other than blood	61
B0191	Set up equipment for electrocardiogram (EKGs)	60
A0078	Perform oxygen therapy	59
A0099	Perform or practice rescue breathing	59
B0220	Take or record patient histories	56
A0121	Remove sutures or staples	56
B0138	Attach cardiac monitoring leads to patients	56
A0032	Clean patient care areas, other than in aircraft	55
C0241	Identify or assist with care for respiratory distress	55
A0017	Apply suction to patients	55
B0210	Take throat cultures	54
B0223	Test blood for sugar	54
B0154	Perform finger stick for blood sampling	54
A0007	Apply arm slings	54
A0116	Prepare or position patients for medical treatments of examinations, other than operations	53
B0176	Set up intravenous monitoring equipment	53
A0009	Apply elastic bandages	53
B0169	Set up defibrillators	53

* Average Number of Tasks Performed - 123

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 4N051 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=161)
B0221	Take or record pulse rates	83
B0211	Take or record blood pressures	79
B0222	Take or record respiratory rates	71
B0212	Take or record body measurements	66
A0099	Perform or practice rescue breathing	65
A0100	Perform or practice stabilizations of cervical spines	61
E0306	Document immunization records	61
E0308	Document medical records	60
C0263	Prepare, calculate, or administer intramuscular injections	58
A0042	Dispose of contaminated needles or syringes	56
A0093	Perform or practice applications of long-spine boards	55
A0101	Perform or practice traumatic hemorrhage control	54
E0320	Prepare medications or vaccines for injections	53
B0213	Take or record body temperatures	52
M0579	Don or doff chemical warfare personal protective clothing	51
B0167	Run electrocardiograph (ECG) tracings	50
B0191	Set up equipment for electrocardiogram (EKGs)	50
E0329	Transcribe immunization records	50
A0092	Perform or practice applications of leg traction splints	50
A0001	Accompany patients to appointments or procedures	48
C0268	Prepare, calculate, or administer subcutaneous injections	48
B0164	Perform venipunctures for blood collection	48
A0060	Maintain treatment room supplies	47
B0220	Take or record patient histories	47
D0277	Initiate or maintain health records	47
A0019	Apply or remove dressings	47
A0019	Apply or remove dressings	47
E0288	Administer required immunizations for deployment locations	46
B0177	Set up oxygen equipment	45
C0227	Assemble or maintain emergency care kits	45
B0169	Set up defibrillators	45
B0218	Take or record orthostatic vital signs	44
A0054	Inspect or stock ambulances	44
C0262	Prepare, calculate, or administer intradermal injections	43
A0097	Perform or practice decontaminations of personnel or equipment	43
E0313	Interpret immunization requirements	42
C0258	Prepare and administer oral medications or vaccines	41
B0132	Assist with nonflying physical examinations	41
E0314	Interpret vaccination requirements	40
M0607	Perform triage during wartime	40

* Average Number of Tasks Performed - 85

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFRC 4N051 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=245)
B0221	Take or record pulse rates	74
B0222	Take or record respiratory rates	72
B0211	Take or record blood pressures	70
B0213	Take or record body temperatures	67
A0019	Apply or remove dressings	61
A0099	Perform or practice rescue breathing	61
A0042	Dispose of contaminated needles or syringes	60
B0177	Set up oxygen equipment	58
A0002	Administer bedpans or urinals	56
B0148	Measure and record intake and output	56
B0219	Take or record oxygen saturation	55
A0126	Turn patients	55
A0069	Perform cardiopulmonary resuscitation (CPR)	55
A0075	Perform manual or litter carries	54
A0005	Ambulate patients	53
A0017	Apply suction to patients	53
M0579	Don or doff chemical warfare personal protective clothing	52
A0100	Perform or practice stabilization of cervical spines	49
A0078	Perform oxygen therapy	48
A0094	Perform or practice applications of manual restraints to patients	48
A0061	Make beds	48
A0101	Perform or practice traumatic hemorrhage control	47
A0059	Maintain sterile fields	47
A0043	Distribute nourishment to patients	47
A0093	Perform or practice applications of long-spine boards	47
A0052	Insert or remove urinary catheters	47
A0007	Apply arm slings	47
C0263	Prepare, calculate, or administer intramuscular injections	46
B0164	Perform venipunctures for blood collection	46
B0154	Perform finger stick for blood sampling	46
A0046	Feed adult patients	46
B0220	Take or record patient histories	45
A0057	Load or unload patients in or from ambulances	44
B0212	Take or record body measurements	44
A0063	Monitor or report emotional status or needs of patients	44
B0225	Label specimens	43
C0268	Prepare, calculate, or administer subcutaneous injections	43
A0008	Apply cravat bandages	43
A0125	Treat patients for shock, other than by applying antishock garments	43

* Average Number of Tasks Performed - 100

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 4N031 AND 4N051 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N031 (N=436)		AD DAFSC 4N051 (N=1202)		DIFFERENCE
A0066	Orient visitors to wards	41	24	16	
A0030	Bathe patients	36	20	16	
A0004	Admit or orient patients to wards	43	27	15	
A0086	Perform skin care, such as back massages, foot care, or shaves	32	17	15	
A0061	Make beds	58	43	15	
N0632	Counsel subordinates concerning personal matters	2	35	-33	
O0679	Counsel trainees on training progress	7	37	-30	
N0629	Conduct supervisory performance feedback sessions	1	31	-30	
N0634	Determine or establish work assignments or priorities	8	38	-30	
O0678	Conduct on-the-job training (OJT)	22	52	-30	
N0671	Write or indorse military performance reports	*	29	-29	
N0672	Write recommendations for awards or decorations	1	29	-28	
N0657	Inspect personnel for compliance with military standards	7	34	-28	
O0691	Maintain training records or files	9	36	-27	
O0689	Evaluate progress of trainees	5	32	-27	
N0650	Evaluate personnel for compliance with performance standards	4	32	-27	
N0658	Interpret policies, directives, or procedures for subordinates	2	28	-26	
N0631	Conduct supervisory orientations for newly assigned personnel	6	31	-25	
N0651	Evaluate personnel for promotion, demotion, reclassification, or special awards	2	26	-24	
N0646	Establish performance standards for subordinates	1	25	-24	
O0680	Determine training requirements	5	28	-23	

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD AND ANG DAFSC 4N051 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N051 (N=1202)	ANG DAFSC 4N051 (N=161)	DIFFERENCE
B0219 Take or record oxygen saturation	75	31	44
A0064 Monitor or stabilize intravenous peripheral infusions, other than blood	61	18	43
A0048 Initiate or discontinue intravenous peripheral infusions, other than blood	62	20	42
B0225 Label specimens	78	37	41
B0210 Take throat cultures	54	14	39
B0172 Set up handheld nebulizer breathing equipment	51	12	38
A0059 Maintain sterile fields	68	30	38
A0121 Remove sutures or staples	56	20	37
A0065 Move patients within medical treatment facilities (MTFs)	52	16	36
B0206 Set up equipment for urinary catheterizations	48	13	35
E0306 Document immunization records	16	61	-46
E0329 Transcribe immunization records	12	50	-38
E0288 Administer required immunizations for deployment locations	15	46	-31
E0314 Interpret vaccination requirements	11	40	-29
E0313 Interpret immunization requirements	13	42	-29
E0320 Prepare medications or vaccines for injections	27	53	-26
E0302 Counsel patients concerning routine immunization procedures or effects	12	38	-26
E0291 Administer, interpret, or record results of tuberculosis tests	9	32	-22
G0385 Perform physical examinations	7	28	-21

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD AND AFRC DAFSC 4N051 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N051 (N=1202)	RES DAFSC 4N051 (N=245)	DIFFERENCE
A0060 Maintain treatment room supplies	72	28	45
B0225 Label specimens	78	43	35
A0121 Remove sutures or staples	56	23	34
A0122 Screen patients	64	31	33
P0713 Schedule patient appointments manually	37	4	33
B0210 Take throat cultures	54	22	32
B0218 Take or record orthostatic vital signs	68	37	31
B0145 Determine patient eligibility for medical care	38	8	30
Q0718 Identify and report equipment or supply problems	46	17	29
B0172 Set up handheld nebulizer breathing equipment	51	22	29
A0034 Clean and disinfect medical equipment	65	36	29
B0179 Set up treatment areas for minor surgery	44	15	29
J0462 Enplane or deplane patients	7	35	-28
A0046 Feed adult patients	18	46	-28
J0467 Initiate or annotate aeromedical evacuation forms	7	31	-24
J0481 Perform searches of patients, passengers, or baggage	7	31	-24
A0126 Turn patients	31	55	-24
J0478 Perform preflight medical equipment inspections	5	28	-23
A0030 Bathe patients	20	43	-23
J0463 Evaluate needs of patients being air evacuated	7	30	-23
J0465 Identify patient symptoms arising from physiological changes due to flight	6	28	-22
J0479 Perform preflight safety briefings	5	27	-22
J0461 Enplane or deplane baggage	6	28	-22

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG AND AFRC 4N051 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 4N051 (N=161)	AFRC DAFSC 4N051 (N=245)	DIFFERENCE
E0306 Document immunization records	61	32	29
E0308 Document medical records	60	33	28
E0320 Prepare medications or vaccines for injections	53	27	26
E0329 Transcribe immunization records	50	26	24
D0277 Initiate or maintain health records	47	24	23
E0314 Interpret vaccination requirements	40	19	22
E0313 Interpret immunization requirements	42	21	21
B0212 Take or record body measurements	66	44	21
E0302 Counsel patients concerning routine immunization procedures or effects	38	18	20
A0060 Maintain treatment room supplies	47	28	19
C0227 Assemble or maintain emergency care kits	45	25	19
A0002 Administer bedpans or urinals	18	56	-38
B0148 Measure and record intake and output	22	56	-34
A0046 Feed adult patients	14	46	-32
A0043 Distribute nourishment to patients	15	47	-32
A0030 Bathe patients	12	43	-31
A0126 Turn patients	25	55	-30
A0052 Insert or remove urinary catheters	19	47	-28
A0005 Ambulate patients	26	53	-27
A0088 Perform tracheostomy care	7	33	-26
A0086 Perform skin care, such as back massages, foot care, or shaves	10	36	-26
A0061 Make beds	22	48	-26

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ALL 4NO71 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=543)
B0221	Take or record pulse rates	72
B0211	Take or record blood pressures	70
O0678	Conduct on-the-job training (OJT)	69
N0632	Counsel subordinates concerning personal matters	69
B0222	Take or record respiratory rates	68
N0650	Evaluate personnel for compliance with performance standards	66
N0672	Write recommendations for awards or decorations	66
B0213	Take or record body temperatures	66
N0657	Inspect personnel for compliance with military standards	65
N0634	Determine or establish work assignments or priorities	65
O0679	Counsel trainees on training progress	64
O0691	Maintain training records or files	63
N0661	Recommend personnel for training	63
N0651	Evaluate personnel for promotion, demotion, reclassification, or special awards	62
N0658	Interpret policies, directives, or procedures for subordinates	62
N0631	Conduct supervisory orientations for newly assigned personnel	61
N0629	Conduct supervisory performance feedback sessions	61
O0680	Determine training requirements	61
N0671	Write or indorse military performance reports	61
N0627	Conduct self-inspections or self-assessments	59
O0689	Evaluate progress of trainees	58
N0626	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	56
N0646	Establish performance standards for subordinates	56
N0640	Develop or establish work schedules	56
B0177	Set up oxygen equipment	56
A0099	Perform or practice rescue breathing	56
N0656	Initiate actions required due to substandard performance of personnel	55
Q0718	Identify and report equipment or supply problems	55
A0042	Dispose of contaminated needles or syringes	54
N0633	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	54
N0668	Write job or position descriptions	54
A0069	Perform cardiopulmonary resuscitation (CPR)	53

* Average Number of Tasks Performed - 124

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY AD 4N071 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=325)
N0632	Counsel subordinates concerning personal matters	82
N0672	Write recommendations for awards or decorations	81
N0650	Evaluate personnel for compliance with performance standards	80
N0671	Write or indorse military performance reports	79
N0657	Inspect personnel for compliance with military standards	78
N0658	Interpret policies, directives, or procedures for subordinates	77
O0678	Conduct on-the-job training (OJT)	77
N0634	Determine or establish work assignments or priorities	75
N0661	Recommend personnel for training	74
N0629	Conduct supervisory performance feedback sessions	74
N0651	Evaluate personnel for promotion, demotion, reclassification, or special awards	74
N0668	Write job or position descriptions	72
N0656	Initiate actions required due to substandard performance of personnel	72
O0679	Counsel trainees on training progress	71
N0646	Establish performance standards for subordinates	71
N0633	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	71
B0221	Take or record pulse rates	71
N0631	Conduct supervisory orientations for newly assigned personnel	71
N0627	Conduct self-inspections or self-assessments	71
N0626	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71
Q0718	Identify and report equipment or supply problems	70
N0640	Develop or establish work schedules	70
B0222	Take or record respiratory rates	70
B0211	Take or record blood pressures	69
O0680	Determine training requirements	69
O0691	Maintain training records or files	68
N0663	Review budget requirements	67
B0213	Take or record body temperatures	67
N0662	Resolve patient concerns	66
N0649	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	66

* Average Number of Tasks Performed - 137

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG 4N071 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=86)
B0221	Take or record pulse rates	79
B0211	Take or record blood pressures	71
E0308	Document medical records	66
B0222	Take or record respiratory rates	66
A0099	Perform or practice rescue breathing	66
E0306	Document immunization records	63
B0212	Take or record body measurements	62
M0579	Don or doff chemical warfare personal protective clothing	60
A0100	Perform or practice stabilizations of cervical spines	60
A0093	Perform or practice applications of long-spine boards	59
E0329	Transcribe immunization records	58
B0167	Run electrocardiograph (ECG) tracings	57
O0691	Maintain training records or files	56
B0213	Take or record body temperatures	55
B0191	Set up equipment for electrocardiograms (EKGs)	53
O0678	Conduct on-the-job training (OJT)	53
E0320	Prepare medications or vaccines for injections	52
C0263	Prepare, calculate, or administer intramuscular injections	52
A0101	Perform or practice traumatic hemorrhage control	52
A0042	Dispose of contaminated needles or syringes	51
E0313	Interpret immunization requirements	50
A0092	Perform or practice applications of leg traction splints	50
O0689	Evaluate progress of trainees	49
F0314	Interpret vaccination requirements	49
B0132	Assist with nonflying physical examinations	48
C0268	Prepare, calculate, or administer subcutaneous injections	48
E0288	Administer required immunizations for deployment locations	47
O0679	Counsel trainees on training progress	47
M0607	Perform triage during wartime	47
A0097	Perform or practice decontaminations of personnel or equipment	47
B0166	Perform or practice patient assessments	45
O0680	Determine training requirements	44
A0060	Maintain treatment room supplies	43

* Average Number of Tasks Performed - 87

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFRC 4NO71 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=132)
B0211	Take or record blood pressures	70
B0221	Take or record pulse rates	70
B0213	Take or record body temperatures	68
B0222	Take or record respiratory rates	67
O0678	Conduct on-the-job training (OJT)	62
N0632	Counsel subordinates concerning personal matters	60
A0099	Perform or practice rescue breathing	59
M0579	Don or doff chemical warfare personal protective clothing	58
B0177	Set up oxygen equipment	58
O0691	Maintain training records or files	56
O0679	Counsel trainees on training progress	56
N0634	Determine or establish work assignments or priorities	55
A0094	Perform or practice applications of manual restraints to patients	55
A0042	Dispose of contaminated needles or syringes	54
A0069	Perform cardiopulmonary resuscitation (CPR)	54
A0100	Perform or practice stabilizations of cervical spines	54
N0631	Conduct supervisory orientations for newly assigned personnel	53
N0629	Conduct supervisory performance feedback sessions	52
O0680	Determine training requirements	52
N0661	Recommend personnel for training	52
N0657	Inspect personnel for compliance with military standards	52
A0075	Perform manual or litter carries	52
B0148	Measure and record intake and output	52
A0019	Apply or remove dressings	52
N0651	Evaluate personnel for promotion, demotion, reclassification, or special awards	50
A0126	Turn patients	50
O0689	Evaluate progress of trainees	49
A0101	Perform or practice traumatic hemorrhage control	49
N0672	Write recommendations for awards or decorations	48
A0017	Apply suction to patients	48
A0008	Apply cravat bandages	48
N0650	Evaluate personnel for compliance with performance standards	48
A0078	Perform oxygen therapy	48

* Average Number of Tasks Performed - 118

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 4N051 AND 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N051 (N=1202)	AD DAFSC 4N071 (N=325)	DIFFERENCE
A0060 Maintain treatment room supplies	72	49	23
A0061 Make beds	43	22	21
B0225 Label specimens	78	58	20
N0668 Write job or position descriptions	17	72	-55
N0626 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	19	71	-52
N0663 Review budget requirements	15	67	-52
N0672 Write recommendations for awards or decorations	29	81	-52
N0671 Write or indorse military performance reports	29	79	-50
N0642 Draft budget requirements	13	62	-49
N0658 Interpret policies, directives, or procedures for subordinates	28	77	-49
N0666 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	16	64	-48
N0661 Recommend personnel for training	26	74	-48
N0651 Evaluate personnel for promotion, demotion, reclassification, or special awards	26	74	-48
N0650 Evaluate personnel for compliance with performance standards	32	80	-48
N0632 Counsel subordinates concerning personal matters	35	82	-47
N0656 Initiate actions required due to substandard performance of personnel	24	72	-47

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSCs 4N051 AND 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 4N051 (N=161)	ANG DAFSC 4N071 (N=86)	DIFFERENCE
O0689 Evaluate progress of trainees	6	49	-43
O0679 Counsel trainees on training progress	6	47	-41
N0650 Evaluate personnel for compliance with performance standards	3	41	-38
O0691 Maintain training records or files	17	56	-38
O0680 Determine training requirements	7	44	-37
N0651 Evaluate personnel for promotion, demotion, reclassification, or special awards	4	38	-35
N0634 Determine or establish work assignments or priorities	9	42	-33
N0661 Recommend personnel for training	6	40	-33
N0672 Write recommendations for awards or decorations	3	35	-32
O0678 Conduct on-the-job training (OJT)	21	53	-32
N0632 Counsel subordinates concerning personal matters	7	38	-31
N0631 Conduct supervisory orientations for newly assigned personnel	6	37	-31
O0675 Brief personnel concerning training programs or matters	2	34	-31
N0645 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	4	33	-29
O0683 Develop training programs, plans, or procedures	4	34	-29
N0646 Establish performance standards for subordinates	3	33	-29
N0626 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	8	36	-28

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSCs 4N051 AND 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC DAFSC 4N051 (N=245)	AFRC DAFSC 4N071 (N=132)	DIFFERENCE
N0632		60	-46
N0629		52	-44
N0634		55	-43
N0631		53	-42
O0679		56	-40
N0651		50	-40
O0678		62	-38
N0661		52	-38
O0680		52	-37
N0624		46	-37
N0672		48	-37
N0658		45	-36
N0671		44	-35
O0691		56	-34
N0657		52	-34
O0689		49	-34
N0650		48	-33
N0656		36	-30

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD AND ANG DAFSC 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N071 (N=325)		ANG DAFSC 4N071 (N=86)		DIFFERENCE
N0671	Write or indorse military performance reports	79	15	64	
N0663	Review budget requirements	67	10	57	
N0642	Draft budget requirements	62	7	55	
N0666	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	64	10	54	
N0658	Interpret policies, directives, or procedures for subordinates	77	28	49	
N0656	Initiate actions required due to substandard performance of personnel	72	23	48	
N0629	Conduct supervisory performance feedback sessions	74	26	48	
Q0720	Issue or log turn-ins of equipment, tools, parts, or supplies	59	12	48	
N0668	Write job or position descriptions	72	26	47	
E0306	Document immunization records	17	63	-46	
E0329	Transcribe immunization records	17	58	-41	
E0313	Interpret immunization requirements	14	50	-36	
E0314	Interpret vaccination requirements	14	49	-35	
E0320	Prepare medications or vaccines for injections	21	52	-32	
E0288	Administer required immunizations for deployment locations	15	47	-32	
B0132	Assist with nonflying physical examinations	19	48	-29	
E0302	Counsel patients concerning routine immunization procedures or effects	11	38	-27	
M0613	Prepare equipment for deployments	11	35	-24	

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN AD AND AFRC DAFSC 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 4N071 (N=325)	AFRC DAFSC 4N071 (N=132)	DIFFERENCE
N0663 Review budget requirements	67	2	65
N0642 Draft budget requirements	62	4	58
N0645 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	59	11	49
Q0720 Issue or log turn-ins of equipment, tools, parts, or supplies	59	11	48
N0647 Establish procedures for accountability of equipment, tools, parts, or supplies	60	12	48
P0708 Maintain administrative files	60	13	47
Q0719 Initiate requisitions for equipment, tools, parts, or supplies	63	16	47
N0668 Write job or position descriptions	72	26	47
J0462 Enplane or deplane patients	5	43	-38
J0463 Evaluate needs of patients being air evacuated	6	43	-37
J0461 Enplane or deplane baggage	4	41	-37
J0481 Perform searches of patients, passengers, or baggage	5	41	-36
J0467 Initiate or annotate aeromedical evacuation forms	5	36	-32
J0465 Identify patient symptoms arising from physiological changes due to flight	5	36	-31
A0046 Feed adult patients	11	42	-31
J0479 Perform preflight safety briefings	4	35	-31
J0464 Identify or treat hypoxia, motion sickness, ear blocks, or sinus blocks	6	36	-30
J0474 Perform antihijacking briefings	4	33	-29

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG AND AFRC DAFSC 4N071 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 4N071 (N=86)	AFRC DAFSC 4N071 (N=132)	DIFFERENCE
A0060 Maintain treatment room supplies	43	17	26
E0306 Document immunization records	63	37	26
B0167 Run electrocardiograph (ECG) tracings	57	33	24
E0308 Document medical records	66	42	24
B0132 Assist with nonflying physical examinations	48	24	23
B0212 Take or record body measurements	62	39	23
E0313 Interpret immunization requirements	50	27	23
E0329 Transcribe immunization records	58	36	23
E0314 Interpret vaccination requirements	49	27	22
N0645 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	33	11	22
E0320 Prepare medications or vaccines for injections	52	32	21
A0126 Turn patients	7	50	-43
A0002 Administer bedpans or urinals	7	46	-39
B0148 Measure and record intake and output	14	52	-38
A0046 Feed adult patients	7	42	-35
A0052 Insert or remove urinary catheters	8	42	-34
A0077 Perform oral hygiene on patients	5	39	-34
A0005 Ambulate patients	13	47	-34
J0463 Evaluate needs of patients being air evacuated	10	43	-33
A0071 Perform endotracheal care	5	36	-32
A0088 Perform tracheostomy care	3	34	-31
B0219 Take or record oxygen saturation	16	47	-31

TRAINING ANALYSIS

Occupational survey data are one of many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 770 members in their first-enlistment (1-48 months TAFMS), representing 28 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Fifty-six percent of these airmen are in the Patient Care Cluster and 34 percent are in the Diagnostic Procedure Cluster. Table 31 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 72 percent of their time performing the technical tasks of Duties A and B.

Table 32 lists representative tasks performed by first-enlistment personnel. Most involve the General Patient Care tasks of Duty A or the Diagnostic Procedure tasks of Duty B.

Table 33 reflects the Medical Equipment used by AD first-enlistment respondents. Blood pressure cuffs, stethoscopes, and needles, are used by over 80 percent of first-enlistment personnel.

DISTRIBUTION OF 4N0X1 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=770)

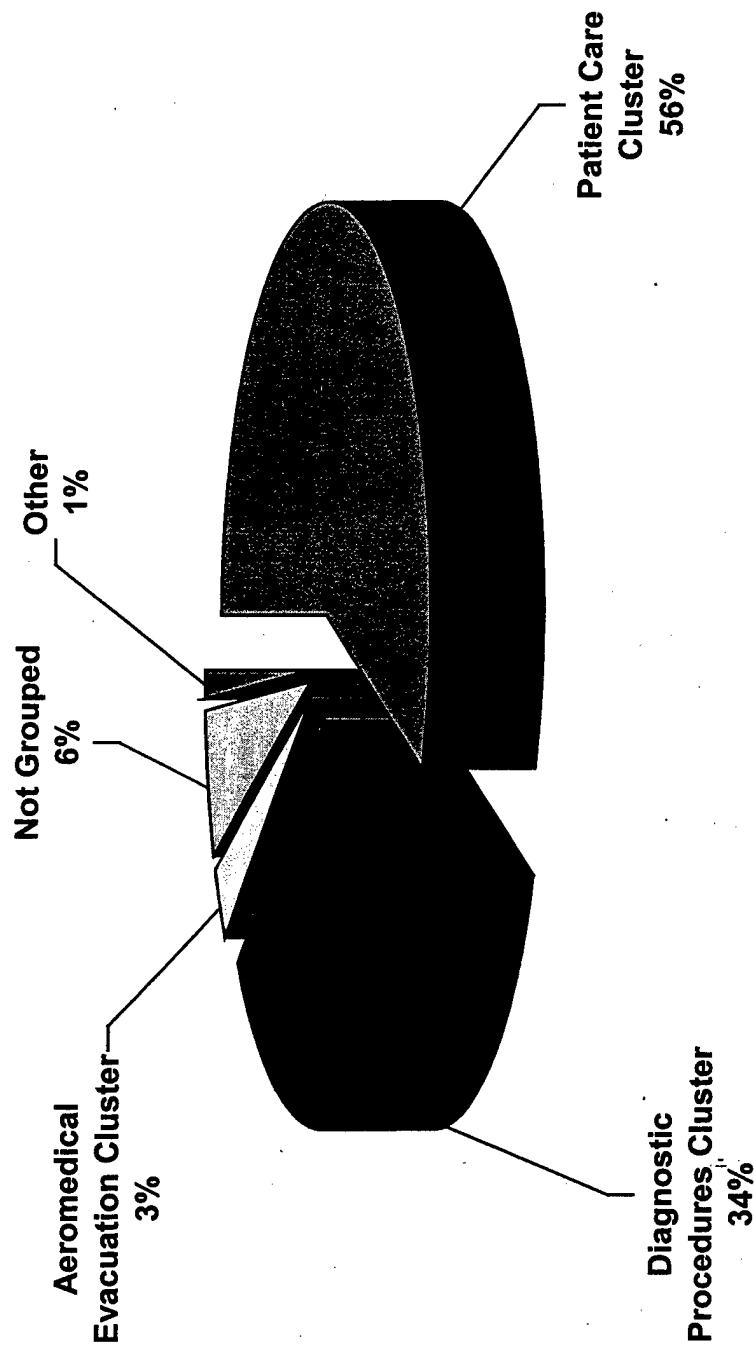


FIGURE 2

Other includes: Gen Fam Care Tech, Acute Care/Pediatrics Tech, Gen Patient Care Tech, Emerg Aeromed Evac, Physical Exam Tech, Allergy & Immunization Cluster and Trainer - all less than 1%

TABLE 31
RELATIVE PERCENT TIME SPENT ON DUTIES BY
AD FIRST-ENLISTMENT PERSONNEL
(N=770)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL PATIENT CARE ACTIVITIES	38
B ASSISTING WITH DIAGNOSTIC PROCEDURES	34
C PERFORMING SKILLED PATIENT CARE ACTIVITIES	9
D MAINTAINING PATIENT RECORDS	2
E PERFORMING ALLERGY AND IMMUNIZATION ACTIVITIES	3
F PREPARING ALLERGY EXTRACTS OR KITS	*
G PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	3
H PERFORMING HEALTH AND WELLNESS CENTER (HAWK) ACTIVITIES	*
I PERFORMING HYPERBARIC CHAMBER ACTIVITIES	1
J PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	1
K PERFORMING NEUROLOGICAL TESTS AND PROCEDURES	*
L PERFORMING HEMODIALYSIS ACTIVITIES	*
M PERFORMING MEDICAL READINESS ACTIVITIES	1
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2
O PERFORMING TRAINING ACTIVITIES	*
P PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	3
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY AFSC 4N0X1 AD FIRST-ENLISTMENT
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=770)	
B0221	Take or record pulse rates	91
B0211	Take or record blood pressures	88
B0222	Take or record respiratory rates	88
B0213	Take or record body temperatures	88
B0225	Label specimens	86
A0042	Dispose of contaminated needles or syringes	79
B0219	Take or record oxygen saturation	78
A0060	Maintain treatment room supplies	77
A0059	Maintain sterile fields	77
A0001	Accompany patients to appointments or procedures	76
A0019	Apply or remove dressings	74
A0034	Clean and disinfect medical equipment	72
B0218	Take or record orthostatic vital signs	70
B0177	Set up oxygen equipment	69
A0053	Inspect or restock emergency carts	68
B0164	Perform venipunctures for blood collection	66
A0032	Clean patient care areas, other than in aircraft	64
A0122	Screen patients	63
B0223	Test blood for sugar	61
B0191	Set up equipment for electrocardiograms (EKGs)	61
B0212	Take or record body measurements	61
B0154	Perform finger stick for blood sampling	61
G0346	Collect urine specimens	60
A0005	Ambulate patients	60
A0064	Monitor or stabilize intravenous peripheral infusions, other than blood	59
A0061	Make beds	58
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	57
A0052	Insert or remove urinary catheters	56
A0063	Monitor or report emotional status or needs of patients	56
A0121	Remove sutures or staples	56
A0065	Move patients within medical treatment facilities (MTFs)	55
A0078	Perform oxygen therapy	55
A0116	Prepare or position patients for medical treatments or examinations, other than operations	54

TABLE 33

EQUIPMENT USED BY AD
FIRST-ENLISTMENT AFSC 4N0X1 PERSONNEL

EQUIPMENT	1ST ENL (N=770)
Blood Pressure Cuffs, Electronic	96
Blood Pressure Cuffs, other than Electronic	91
Stethoscopes	90
Needles	88
Wheelchairs	88
Thermometers, Electronic	81
Carts, Crash	80
Masks, Oxygen	77
Oximeters, Pulse	77
Scales	75
Thermometers, Tympanic	72
Packs, Cold	71
Defibrillators (AEDs), Automatic External	70
Equipment, Suction	69
Masks, Bag-Valve	68
Catheters, Urinary	67
Machines, Electrocardiograph (EKGs)	65
Nebulizers	64
Beds, Patient	63
Syringes, other than Ear Lavage	63
Gurneys, Hospital	59
Pumps, Infusion	59
Meters, Blood Glucose	55
Tape Measures	55
Gurneys, Ambulance	54
Ambulances	53
Pads, Heating	53
Backboards	50
Dopplers	50

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Table 34 shows TE raters reported that performing cardiopulmonary resuscitation (CPR), performing or practice rescue breathing, and perform or practice stabilizations of cervical spines as being tasks that are important and they should have a high emphasis when the airmen are in training.

Table 35 shows TD raters reported performing surgical cricothyroidotomies, performing ACLS and performing needle cricothyroidotomies to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, they would be inappropriate for inclusion in a resident curriculum and are more appropriately taught as OJT items. Table 36 shows the tasks that are high in automated training indicators (ATI).

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 34

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF
	TRNG EMPH	4N0X1 1 ST JOB (N=255)	4N0X1 1 ST ENL. (N=770)		
A0069 Perform cardiopulmonary resuscitation (CPR)	7.74	42	52		5.90
A0099 Perform or practice rescue breathing	7.62	36	51		5.44
A0100 Perform or practice stabilizations of cervical spines	7.29	30	43		5.40
A0125 Treat patients for shock, other than by applying antishock garments	7.29	13	25		5.16
C0235 Identify and initiate emergency treatment for anaphylaxis	7.29	12	22		5.86
A0093 Perform or practice applications of long-spine boards	7.19	25	37		5.27
C0240 Identify or assist with care for respiratory distress	6.90	42	52		5.63
A0091 Perform or practice applications of extrication devices	6.90	15	28		5.72
A0090 Perform or practice applications of cervical collars	6.86	24	36		4.36
A0059 Maintain sterile fields	6.86	79	77		4.55
A0078 Perform oxygen therapy	6.81	48	55		3.85
B0169 Set up defibrillators	6.81	31	43		4.94
A0101 Perform or practice traumatic hemorrhage control	6.79	20	35		5.65
A0051 Insert or remove oral or nasal airways	6.67	17	28		4.97
A0052 Insert or remove urinary catheters	6.50	53	56		5.65
B0177 Set up oxygen equipment	6.50	62	69		3.78
A0064 Monitor or stabilize intravenous peripheral infusions, other than blood	6.40	51	59		4.43
C0236 Identify and initiate emergency treatment for syncope	6.40	7	14		5.26
A0017 Apply suction to patients	6.40	51	54		4.98
C0241 Initiate poison control procedures	6.38	9	18		5.20

* Average TE Rating is 2.86 with a Standard Deviation of 1.78 (High TE = 4.64)

TABLE 35

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK	PERCENT MEMBERS PERFORMING					
		4N0X1	4N0X1	4N031	4N051	4N071	DIFF (N=255) (N=770) (N=436) (N=1261) (N=325)
		1ST	1ST	4N031	4N051	4N071	
		JOB	ENL				
G0387	Perform surgical cricothyroidotomies	1	1	1	2	6	7.78
G0375	Perform ACLS	8	8	7	9	14	7.77
G0382	Perform needle cricothyroidotomies	1	1	1	2	10	7.70
B0146	Identify cardiac arrhythmias	14	22	19	33	33	7.63
G0383	Perform needle thoracentesis for tension pneumothorax	0	1	1	3	10	7.60
A0023	Assist with baby deliveries	16	16	15	16	11	7.41
G0384	Perform PHTLS	2	4	3	9	14	7.30
A0098	Perform or practice emergency childbirths, other than	14	22	17	30	26	7.29
G0378	Perform endotracheal intubations	2	2	1	4	10	7.27
G0392	Prescribe treatments	1	2	1	4	11	7.23
G0391	Prescribe medications	1	1	0	3	10	7.22
G0389	Perform vessel ligations	1	1	0	1	5	7.10
I0434	Identify and perform emergency operations for	1	2	2	2	1	6.77
A0027	Assist with thoracenteses	9	14	16	16	16	6.75
I0433	Identify and perform emergency operations for	1	1	0	1	1	6.71
A0025	Assist with closed-chest drainages	17	19	19	19	16	6.69
B0147	Measure and record central venous pressure readings	12	13	15	10	6	6.68
C0230	Assist with emergency cesarean sections	9	11	9	9	5	6.66
I0432	Identify and perform emergency operations for chamber	0	1	1	1	0	6.63

* Average TD Rating is 5.00 with a Standard Deviation of 1.00

TABLE 36

EXAMPLE TASKS HIGH IN AUTOMATED TRAINING INDICATOR (ATI) RATINGS

TASKS	PERCENT 1 ST ENL (N=770)	TRNG EMPH*	TASK DIFF**	ATI
A0017 Apply suction to patients	54	6.40	4.98	18
B0206 Set up equipment for urinary catheterizations	53	5.21	4.33	18
A0099 Perform or practice rescue breathing	51	7.62	5.44	18
B0164 Perform venipunctures for blood collection	66	6.21	4.64	18
A0069 Perform cardiopulmonary resuscitation (CPR)	52	7.74	5.90	18
A0048 Initiate or discontinue intravenous peripheral infusions, other than blood	57	6.17	4.78	18
A0063 Monitor or report emotional status or needs of patients	56	5.05	4.36	18
B0172 Set up handheld nebulizer breathing equipment	50	5.76	4.04	18
A0059 Maintain sterile fields	77	6.86	4.55	18
A0064 Monitor or stabilize intravenous peripheral infusions other than blood	59	6.40	4.43	18
B0191 Set up equipment for electrocardiograms (EKGs)	61	6.17	4.33	18
A0052 Insert or remove urinary catheters	56	6.50	5.65	18
C0240 Identify or assist with care for respiratory distress	52	6.90	5.63	18
B0220 Take or record patient histories	51	5.48	4.38	18
G0346 Collect urine specimens	60	3.88	4.02	17
C0254 Perform patient education for self-care	51	4.19	4.52	17
B0129 Assist with biopsies	34	4.36	5.04	15
B0133 Assist with penile or vaginal discharge collections	40	4.07	4.10	15
B0127 Assist with arterial blood collections	35	4.26	5.17	15

* Average TE Rating is 2.86 with a Standard Deviation of 1.78 (High TE = 4.64)

** Average TD Rating is 5.00 with a Standard Deviation of 1.00

Specialty Training Standard (STS)

A comprehensive review of STS 4N0X1, dated November 1998, compared STS items to survey data (based on the previously mentioned assistance from SME's in matching JI tasks to STS elements). STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential elements. Some elements with no performance coding have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic course (Table 37).

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 38. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

Plan Of Instruction (POI)

Tasks not referenced to any element of the POI are listed at the end of the POI computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 30 percent or more respondents of the POI target groups, but which were not referenced to any POI element, are displayed in Table 39. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the POI is justified.

TABLE 37

**EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 4N0X1 GROUP MEMBERS
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING
(PERCENT MEMBERS PERFORMING)**

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF
	3-SKL LVL (N=68)	5-SKL LVL (N=138)	7-SKL LVL (N=146)		
10. FUNDAMENTALS OF NURSING CARE					
10j. Specimen Collection and Special Procedures					
10j (6) Test urine for sugar and acetone					
B0163 Perform urine tests using urine test strips, such as for sugar, Protein, acetone, or specific gravity tests	34	28	20		3.42
10j (8) Perform hematests					
B0224 Test urine or feces for occult blood	46	33	29		3.20
11. NURSING CARE OF PATIENTS WITH SPECIAL NEEDS					
11b. Special Pulmonary Procedures					
11b.(4) Draw radial arterial blood gas (ABG) sample percutaneously					
B0127 Assist with arterial blood collections	35	31	22		5.17
13. NURSING CARE IN THE OUTPATIENT CLINIC					
13f. Provide patient education using locally approved guidelines					
C0254 Perform patient education for self care	48	49	38		4.52

* Average TD Rating is 5.00

TABLE 38

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
ACTIVE DUTY GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING					TASK DIFF
	3-SKL		5-SKL		7-SKL	
	LVL	(N=436)	LVL	(N=1261)	LVL	
	(N=325)					
A0038	Debride wounds	39	37	26	5.37	
A0053	Inspect or restock emergency carts	66	61	50	3.61	
A0054	Inspect or stock ambulances	32	37	27	3.48	
A0067	Pack wounds	40	42	29	4.91	
A0087	Perform standby medical coverage	36	44	43	3.67	
B0133	Assist with penile or vaginal discharge collections	39	35	25	4.10	
C0227	Assemble or maintain emergency care kits	30	39	36	4.45	
E0308	Document medical records	47	48	44	4.23	
N0654	Inform patients of rights and responsibilities	31	41	54	4.46	

* Average TD Rating is 5.00

TABLE 39

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE 4N0X1
FIRS- ENLISTMENT MEMBERS BUT NOT REFERENCED BY POI
(PERCENT MEMBERS PERFORMING)

TASKS	PERCENT MEMBERS PERFORMING			
	TNG EMP	1 ST ENL (N=770)	TSK	DIF
A0053	5.00	68	3.61	
A0121	5.52	56	3.88	
A0122	5.95	63	3.36	
B0129	4.36	34	5.04	
B0133	4.07	40	4.10	
B0163	4.36	33	3.42	
B0179				
B0199	5.45	41	4.24	
B0224	4.36	43	3.73	
C0254	5.26	43	3.20	
D0277	4.19	51	4.52	
E0308	4.79	43	3.99	
G0346	4.21	46	4.23	
N0654	3.88	60	4.02	
Q0723	3.17	32	4.46	
	2.57	31	4.20	

* Average TE Rating is 2.86 with a Standard Deviation of 1.78 (High TE = 4.64)

** Average TD Rating is 5.00 with a Standard Deviation of 1.00

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey disk to provide indications of job satisfaction.

Table 40 presents job satisfaction data for AFSC 4N0X1 TAFMS groups, together with TAFMS data for a comparative sample of Medical career ladders surveyed in 1998. The first-enlistment group rated perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work much lower than the comparative sample. The first-enlistment group's reenlistment intentions are the same as the comparative sample. The career groups have lower reenlistment intentions than the comparative sample. It is very interesting to note how job satisfaction of career ladder personnel increases with time in service for all indicators. The only exception to this is the slight drop in the sense of accomplishment gained from work during the second enlistment.

An indication of how job satisfaction perceptions have changed over time is provided in Table 41, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest, perceived utilization of talents, perceived utilization of training, sense of accomplishment from work, and reenlistment intentions are rated lower than the previous survey for all TAFMS groups.

In Table 42, a review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey reveals very low satisfaction ratings for all areas among the General Family Care Technician Job and Acute Care/Pediatrics Technician Job. The Patient Care Cluster, core cluster of the career field shows average job satisfaction. The Management & Supervisor Cluster, Medical Readiness Job and Neurology Job all show high satisfaction ratings.

In Tables 43 and 44, the AFRC and the ANG show average to high job satisfaction in most of the different jobs. The ANG's Physical Exam Technician Job shows low job satisfaction.

TABLE 40

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 4N0X1 (N=770)	COMP SAMPLE* (N=359)	2000 4N0X1 (N=397)	COMP SAMPLE* (N=217)	2000 4N0X1 (N=884)	COMP SAMPLE* (N=428)
<u>EXPRESSED JOB INTEREST:</u> INTERESTING SO-SO DULL	68 19 13	71 15 14	70 18 12	65 19 16	74 15 11	73 16 11
	70 30	83 17	72 28	77 23	79 21	82 18
	71 29	88 12	76 24	85 15	74 26	87 13
<u>PERCEIVED UTILIZATION OF TALENTS:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	65 12 23	69 14 17	65 13 22	58 17 25	69 11 20	69 11 20
	47 53 0	47 53 0	60 39 1	54 46 0	67 10 23	62 14 24
<u>PERCEIVED UTILIZATION OF TRAINING:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL						
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> SATISFIED NEUTRAL DISSATISFIED						
<u>REENLISTMENT INTENTIONS:</u> YES, OR PROBABLY YES NO, OR PROBABLY NO PLAN TO RETIRE						

* Comparative sample of Medical career ladders surveyed in 1998 include 4J0X2 - Physical Therapy, 4P0X1 - Pharmacy, and 4U0X1-Orthotic.

TABLE 41

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 4N0X1 (N=770)	1997 4N0X1 (N=541)	2000 4N0X1 (N=397)	1997 4N0X1 (N=329)	2000 4N0X1 (N=884)	1997 4N0X1 (N=670)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	68	80	70	86	74	81
SO-SO	19	11	18	7	15	12
DULL	13	9	12	7	11	7
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	70	82	72	91	79	80
LITTLE OR NOT AT ALL	30	17	28	9	21	20
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	71	86	76	81	74	77
LITTLE OR NOT AT ALL	29	14	24	19	26	23
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	65	75	65	73	69	72
NEUTRAL	12	13	13	11	11	11
DISSATISFIED	23	12	22	16	20	17
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	47	54	60	62	67	76
NO, OR PROBABLY NO	53	46	39	38	10	10
PLAN TO RETIRE	0	0	1	0	23	14

TABLE 42

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Gen Fam Care Technician Job (N=12)	Acute Care/ Peds Tech Job (N=10)	Gen Ptnt Care Tech Job (N=11)	Emergency Aero Tech Job (N=14)	Diagnostic Procedures Cluster (N=401)	Patient Care Cluster (N=11)	Aeromed Evacuation Cluster (N=16)
33	40	100	57	60	74	72
0	30	0	29	23	16	19
67	30	0	14	17	10	9
25	33	100	43	61	80	63
75	67	0	57	39	20	37
25	33	50	57	61	80	70
75	67	50	43	39	20	30
17	56	50	43	56	70	67
25	11	0	29	16	11	5
58	33	50	28	28	19	28
33	44	0	29	53	59	61
42	44	100	43	46	34	34
25	12	0	28	1	7	5

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

WILL RETIRE

TABLE 42 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Mngmnt & Supervisor Cluster (N=336)	Medical Readiness Job (N=15)	Neurology Job (N=12)	Physical Exam Tech Job (N=13)	Allergy & Immunization Cluster (N=239)	Trainer Job (N=20)
83	91	83	100	53	90
11	9	9	0	24	10
6	0	8	0	23	0
86	100	83	0	71	90
14	0	17	100	29	10
88	91	83	0	76	80
22	9	17	100	24	20
78	82	83	100	51	100
6	9	17	0	19	0
16	9	0	0	30	0
65	64	50	100	59	70
5	18	33	0	26	20
30	18	17	0	15	10

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALLPERCEIVED UTILIZATION OF TRAINING:FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALLSENSE OF ACCOMPLISHMENT GAINED
FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

WILL RETIRE

TABLE 43

COMPARISON OF JOB SATISFACTION INDICATORS BY AFRC SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Gen Fam Care Tech Job (N=5)	Emerg Aero Tech Job (N=6)	Diag Proc Cluster (N=13)	Patient Care Cluster (N=132)	Aero- med Evac Cluster (N=86)	Mgmt Super- visor Cluster (N=26)	Allergy/ Immun- ization Cluster (N=43)	Trainer Job (N=8)
60	67	85	84	91	96	77	63
40	33	15	10	7	0	7	13
0	0	0	6	2	4	16	24
100	83	77	83	93	81	72	75
0	17	23	17	7	19	28	25
100	83	69	85	90	77	60	87
0	17	31	15	10	23	40	13
40	67	85	77	78	81	53	63
20	17	0	8	15	4	21	0
40	16	15	15	7	15	26	37

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED
FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

TABLE 44

COMPARISON OF JOB SATISFACTION INDICATORS BY ANG SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Patient Care Cluster (N=39)	Aeromed Evacuation Cluster (N=19)	Management / Supervisor Cluster (N=15)	Physical Exam Tech Job (N=13)	Allergy & Immunization Cluster (N=20)
82	95	100	55	74
8	5	0	27	20
10	0	0	18	6
72	84	100	73	78
28	16	0	27	22
74	95	100	36	72
26	5	0	64	28
67	74	93	45	71
15	16	0	27	14
18	10	7	28	15

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINEDFROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed. The ANG and AFRC members perform General Patient Care Activities, Diagnostic Procedures, Allergy and Immunization Activities, and Aeromedical Evacuation Activities. The AFRC and ANG comprise 44 percent of the total assigned personnel of this specialty.

Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding.

Job satisfaction is fairly low for all TAFMS when compared to both the comparative sample of like AFSCs and the previous survey.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS**

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TABLE A1
PATIENT CARE CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=1115)
B0221	Take or record pulse rates	97
B0222	Take or record respiratory rates	97
B0211	Take or record blood pressures	96
B0213	Take or record body temperatures	96
B0177	Set up oxygen equipment	93
B0219	Take or record oxygen saturation	91
B0225	Label specimens	91
A0059	Maintain sterile fields	91
A0019	Apply or remove dressings	91
A0042	Dispose of contaminated needles or syringes	89
B0164	Perform venipunctures for blood collection	88
A0064	Monitor or stabilize intravenous peripheral infusions, other than blood	85
A0053	Inspect or restock emergency carts	85
A0069	Perform cardiopulmonary resuscitation (CPR)	84
B0218	Take or record orthostatic vital signs	83
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	83
A0078	Perform oxygen therapy	83
A0034	Clean and disinfect medical equipment	82
B0223	Test blood for sugar	82
B0154	Perform finger stick for blood sampling	82
A0017	Apply suction to patients	82
A0060	Maintain treatment room supplies	81
A0052	Insert or remove urinary catheters	81
B0191	Set up equipment for electrocardiograms (EKGs)	80
B0138	Attach cardiac monitoring leads to patients	80
C0240	Identify or assist with care for respiratory distress	80
A0099	Perform or practice rescue breathing	80
A0063	Monitor or report emotional status or needs of patients	76
A0002	Administer bedpans or urinals	76
A0007	Apply arm slings	76
B0169	Set up defibrillators	75
A0065	Move patients within medical treatment facilities (MTFs)	74
A0001	Accompany patients to appointments or procedures	74
A0111	Prepare or apply cold treatments	74
B0176	Set up intravenous monitoring equipment	73

TABLE A2
GENERAL FAMILY CARE TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
B0213	Take or record body temperatures	100
B0221	Take or record pulse rates	92
B0211	Take or record blood pressures	83
A0001	Accompany patients to appointments or procedures	75
B0222	Take or record respiratory rates	67
E0308	Document medical records	67
B0199	Set up equipment for pap smears	58
B0212	Take or record body measurements	50
B0225	Label specimens	42
D0277	Initiate or maintain health records	33
A0122	Screen patients	33
A0032	Clean patient care areas, other than in aircraft	33
A0060	Maintain treatment room supplies	33
B0165	Perform visual acuities	33
N0657	Inspect personnel for compliance with military standards	33
A0042	Dispose of contaminated needles or syringes	25
A0114	Prepare or perform ear irrigations	25
B0145	Determine patient eligibility for medical care	25
B0129	Assist with biopsies	25
P0713	Schedule patient appointments manually	17
N0641	Document patient concerns	17
B0214	Take or record cardiac output readings	17
E0305	Document computer tracking/clinic logs	17
P0712	Review patient medical records or forms	17
P0706	Instruct patients filling out medical forms	17
G0351	Consult or coordinate treatment with physicians	17
B0167	Run electrocardiograph (ECG) tracings	17
A0059	Maintain sterile fields	17
B0219	Take or record oxygen saturation	17
B0164	Perform venipunctures for blood collection	8
N0662	Resolve patient concerns	8
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	8

TABLE A3

ACUTE CARE / PEDIATRICS TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
B0221	Take or record pulse rates	100
B0219	Take or record oxygen saturation	100
B0213	Take or record body temperatures	90
B0220	Take or record patient histories	80
B0222	Take or record respiratory rates	70
B0212	Take or record body measurements	60
A0122	Screen patients	50
B0225	Label specimens	50
B0149	Measure and record peak expiratory flows	40
A0001	Accompany patients to appointments or procedures	40
A0059	Maintain sterile fields	40
B0223	Test blood for sugar	40
A0007	Apply arm slings	40
A0114	Prepare or perform ear irrigations	30
O0678	Conduct on-the-job training (OJT)	30
B0177	Set up oxygen equipment	30
B0165	Perform visual acuities	30
A0121	Remove sutures or staples	30
A0042	Dispose of contaminated needles or syringes	30
A0038	Debride wounds	30
A0008	Apply cravat bandages	30
A0009	Apply elastic bandages	30
M0621	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	20
B0211	Take or record blood pressures	20
B0218	Take or record orthostatic vital signs	20
B0210	Take throat cultures	20
C0268	Prepare, calculate, or administer subcutaneous injections	20
B0179	Set up treatment areas for minor surgery	20
B0191	Set up equipment for electrocardiograms (EKGs)	20
A0108	Prepare wound irrigations	20
Q0718	Identify and report equipment or supply problems	20
G0351	Consult or coordinate treatment with physicians	20
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	20
B0189	Set up equipment for colonoscopies	10
B0201	Set up equipment for sigmoidoscopies	10
B0160	Perform triage, other than wartime	10

TABLE A4
GENERAL PATIENT CARE TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=11)
B0211	Take or record blood pressures	100
B0221	Take or record pulse rates	100
A0100	Perform or practice stabilizations of cervical spines	100
B0222	Take or record respiratory rates	91
A0099	Perform or practice rescue breathing	91
B0213	Take or record body temperatures	82
A0093	Perform or practice applications of long-spine boards	82
B0212	Take or record body measurements	73
A0094	Perform or practice applications of manual restraints to patients	73
A0092	Perform or practice applications of leg traction splints	73
A0101	Perform or practice traumatic hemorrhage control	73
A0097	Perform or practice decontaminations of personnel or equipment	73
A0069	Perform cardiopulmonary resuscitation (CPR)	73
A0042	Dispose of contaminated needles or syringes	64
A0090	Perform or practice applications of cervical collars	64
A0096	Perform or practice applications of scoop stretchers	64
A0019	Apply or remove dressings	64
A0095	Perform or practice applications of mechanical restraints to patients	55
B0220	Take or record patient histories	55
B0219	Take or record oxygen saturation	55
M0579	Don or doff chemical warfare personal protective clothing	45
A0001	Accompany patients to appointments or procedures	45
A0060	Maintain treatment room supplies	45
B0164	Perform venipunctures for blood collection	45
A0075	Perform manual or litter carries	45
B0218	Take or record orthostatic vital signs	45
A0091	Perform or practice applications of extrication devices	45
A0126	Turn patients	45
B0225	Label specimens	45
G0350	Conduct self-aid or buddy care training	36
A0059	Maintain sterile fields	36

TABLE A5

EMERGENCY AEROMEDICAL TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=14)
A0052	Insert or remove urinary catheters	100
A0007	Apply arm slings	100
A0069	Perform cardiopulmonary resuscitation (CPR)	100
A0002	Administer bedpans or urinals	100
A0059	Maintain sterile fields	93
A0019	Apply or remove dressings	93
A0009	Apply elastic bandages	93
A0067	Pack wounds	93
A0017	Apply suction to patients	93
A0008	Apply cravat bandages	93
A0068	Patch eyes	86
A0075	Perform manual or litter carries	86
A0055	Instruct patients in crutch-walking techniques	79
A0060	Maintain treatment room supplies	79
A0051	Insert or remove oral or nasal airways	79
A0038	Debride wounds	79
A0050	Insert or remove nasogastric tubes	79
A0057	Load or unload patients in or from ambulances	79
A0061	Make beds	71
A0015	Apply simple or posterior splints	71
A0078	Perform oxygen therapy	71
A0014	Apply rigid splints	71
A0121	Remove sutures or staples	71
A0010	Apply flexible splints, such as wire-ladder	71
A0001	Accompany patients to appointments or procedures	71
A0005	Ambulate patients	71
A0028	Assist with wound debridements	64
A0042	Dispose of contaminated needles or syringes	64
A0065	Move patients within medical treatment facilities (MTFs)	64
A0054	Inspect or stock ambulances	64
A0122	Screen patients	64
A0071	Perform endotracheal care	64
A0062	Measure, apply, or remove elastic stockings	64
A0074	Perform gavage or lavages	64
A0011	Apply heat treatments	64
A0064	Monitor or stabilize intravenous peripheral infusions, other than blood	57
A0053	Inspect or restock emergency carts	57

TABLE A6
DIAGNOSTIC PROCEDURES CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=401)
B0221	Take or record pulse rates	94
B0211	Take or record blood pressures	92
B0222	Take or record respiratory rates	91
B0225	Label specimens	90
B0213	Take or record body temperatures	88
A0060	Maintain treatment room supplies	78
A0122	Screen patients	77
A0042	Dispose of contaminated needles or syringes	72
A0001	Accompany patients to appointments or procedures	71
B0219	Take or record oxygen saturation	68
A0019	Apply or remove dressings	64
A0059	Maintain sterile fields	62
B0218	Take or record orthostatic vital signs	59
A0034	Clean and disinfect medical equipment	57
A0121	Remove sutures or staples	55
B0199	Set up equipment for pap smears	54
B0210	Take throat cultures	52
A0032	Clean patient care areas, other than in aircraft	51
B0164	Perform venipunctures for blood collection	51
B0129	Assist with biopsies	50
B0165	Perform visual acuities	50
B0191	Set up equipment for electrocardiograms (EKGs)	50
A0114	Prepare or perform ear irrigations	49
B0212	Take or record body measurements	48
A0116	Prepare or position patients for medical treatments or examinations, other than operations	48
B0177	Set up oxygen equipment	47
B0220	Take or record patient histories	46
A0053	Inspect or restock emergency carts	45
E0308	Document medical records	44
B0179	Set up treatment areas for minor surgery	44
P0713	Schedule patient appointments manually	42
B0136	Assist with obtaining papanicolaou (pap) smears	41
D0277	Initiate or maintain health records	41
G0346	Collect urine specimens	40
B0172	Set up handheld nebulizer breathing equipment	40
A0048	Initiate or discontinue intravenous peripheral infusions, other than blood	40
A0064	Monitor or stabilize intravenous peripheral infusions, other than blood	39

TABLE A7

AEROMEDICAL EVACUATION CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=198)
J0462	Enplane or deplane patients	93
B0221	Take or record pulse rates	90
J0467	Initiate or annotate aeromedical evacuation forms	89
J0481	Perform searches of patients, passengers, or baggage	88
J0461	Enplane or deplane baggage	87
J0463	Evaluate needs of patients being air evacuated	87
B0222	Take or record respiratory rates	85
B0177	Set up oxygen equipment	85
J0464	Identify or treat hypoxia, motion sickness, ear blocks, or sinus blocks	83
J0478	Perform preflight medical equipment inspections	81
J0474	Perform antihijacking briefings	81
J0465	Identify patient symptoms arising from physiological changes due to flight	81
B0211	Take or record blood pressures	80
J0479	Perform preflight safety briefings	79
B0219	Take or record oxygen saturation	78
B0213	Take or record body temperatures	75
A0075	Perform manual or litter carries	74
J0484	Secure or tie down medical equipment on aircraft	73
J0486	Set up specialized equipment for air evacuations	73
J0480	Perform preflight safety inspections	72
J0456	Configure aircraft to receive patients	71
J0477	Perform emergency medical care during ground transportation	71
A0099	Perform or practice rescue breathing	71
J0476	Perform emergency medical care during flight	70
J0482	Prepare patients or equipment for ditchings or crashes	70
J0459	Direct vehicle movement around aircraft	68
J0460	Distribute inflight meals	68
A0069	Perform cardiopulmonary resuscitation (CPR)	68
J0483	Prepare requests for special diets for air evacuation patients	67
A0017	Apply suction to patients	67
J0475	Perform cabin-secure checks	65
J0457	Direct emergency evacuation procedures	65
M0579	Don or doff chemical warfare personal protective clothing	65
A0002	Administer bedpans or urinals	65

TABLE A8
MANAGEMENT AND SUPERVISORY CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=336)
N0632	Counsel subordinates concerning personal matters	93
N0650	Evaluate personnel for compliance with performance standards	91
N0672	Write recommendations for awards or decorations	89
N0634	Determine or establish work assignments or priorities	88
N0657	Inspect personnel for compliance with military standards	88
N0651	Evaluate personnel for promotion, demotion, reclassification, or special awards	87
N0671	Write or indorse military performance reports	86
N0658	Interpret policies, directives, or procedures for subordinates	85
N0629	Conduct supervisory performance feedback sessions	85
N0661	Recommend personnel for training	85
N0631	Conduct supervisory orientations for newly assigned personnel	84
O0678	Conduct on-the-job training (OJT)	82
N0646	Establish performance standards for subordinates	81
O0679	Counsel trainees on training progress	80
N0640	Develop or establish work schedules	79
O0680	Determine training requirements	77
N0656	Initiate actions required due to substandard performance of personnel	77
N0626	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	76
N0633	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	76
O0691	Maintain training records or files	75
N0627	Conduct self-inspections or self-assessments	74
N0668	Write job or position descriptions	73
O0689	Evaluate progress of trainees	71
Q0718	Identify and report equipment or supply problems	71
N0624	Assign personnel to work areas or duty positions	68
O0675	Brief personnel concerning training programs or matters	68
N0666	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	68
N0662	Resolve patient concerns	66

TABLE A9

MEDICAL READINESS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=15)
M0580	Draft or write mobility or deployment after-action reports	100
N0638	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	93
M0575	Develop medical readiness plans or annexes	93
M0593	Maintain disaster preparedness checklists	93
M0576	Develop mobility inspection checklists	93
M0585	Inspect mobility bags or kits, other than immunization clinic mobility bags	93
N0664	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	87
M0571	Coordinate medical readiness exercises with affected base or civilian agencies	87
M0566	Brief personnel concerning disaster preparedness and wartime missions	87
M0582	Evaluate effectiveness of implemented medical readiness plans	87
N0627	Conduct self-inspections or self-assessments	87
M0574	Develop medical readiness or unit recall rosters	87
M0564	Assign personnel to medical readiness mobility positions	87
M0587	Inventory medical readiness equipment	87
M0594	Maintain accountability of personnel selected to fill OPLAN requirements	87
M0612	Plan actual or simulated emergency evacuations of patients to alternate medical facilities	87
N0626	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	80
O0675	Brief personnel concerning training programs or matters	80
P0714	Write minutes of briefings, conferences, or meetings	80
M0579	Don or doff chemical warfare personal protective clothing	80
M0567	Complete operations plan (OPLAN) sourcing requirements	80
M0578	Direct administrative or logistics support of medical readiness or unit disaster preparedness teams	73
M0617	Request or distribute mobility requirements documents	73

TABLE A10
NEUROLOGY JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
K0510	Monitor electrode site impedances	100
K0508	Measure and mark head of patients using 10-20 system for EEGs	100
K0494	Apply paste electrodes	100
K0497	Brief patients concerning electrodiagnostic examination procedures	100
K0525	Prepare electrode sites for application of electrodes	100
K0489	Annotate electroencephalograms (EEGs) with artifact information	100
K0500	Detect and eliminate artifacts	100
K0529	Set up neurodiagnostic equipment for examinations	100
K0503	Inspect electrode site impedances	100
K0502	Identify waveform abnormalities and apply additional electrodes	100
K0505	Measure and mark head of patients for additional recording electrodes	100
K0522	Perform routine maintenance on neurological equipment	100
K0524	Perform technical analyses of neurodiagnostic procedures	100
K0514	Perform bedside EEGs	100
K0513	Perform BAEP hearing threshold tests	92
K0488	Adjust neurological equipment during recordings	92
K0527	Record physiological artifacts	92
K0526	Prepare electrode sites for evoked potentials	92
K0523	Perform sleep activation EEGs	92
K0506	Measure and mark head of patients for brainstem auditory evoked potentials (BAEPs)	92
K0507	Measure and mark head of patients for visual evoked potentials (VEPs)	92
K0498	Calibrate electrodiagnostic equipment	92
A0085	Perform seizure precautions	92
K0528	Set up equipment for EMGs	83
K0499	Design montages to enhance or localize EEG abnormalities	83
P0713	Schedule patient appointments manually	83
Q0718	Identify and report equipment or supply problems	83
K0520	Perform neonatal EEGs	75
K0496	Assist with electromyographies (EMGs)	75

TABLE A11

PHYSICAL EXAMINATION TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=13)
B0221	Take or record pulse rates	100
B0211	Take or record blood pressures	92
B0222	Take or record respiratory rates	85
E0308	Document medical records	85
B0132	Assist with nonflying physical examinations	77
E0306	Document immunization records	77
D0277	Initiate or maintain health records	69
B0212	Take or record body measurements	69
B0218	Take or record orthostatic vital signs	69
A0001	Accompany patients to appointments or procedures	69
G0350	Conduct self-aid or buddy care training	69
E0320	Prepare medications or vaccines for injections	69
B0191	Set up equipment for electrocardiograms (EKGs)	62
A0099	Perform or practice rescue breathing	62
B0220	Take or record patient histories	54
A0116	Prepare or position patients for medical treatments or examinations, other than operations	54
B0199	Set up equipment for pap smears	54
A0093	Perform or practice applications of long-spine boards	54
A0092	Perform or practice applications of leg traction splints	54
B0167	Run electrocardiograph (ECG) tracings	46
A0032	Clean patient care areas, other than in aircraft	46
B0213	Take or record body temperatures	46
A0060	Maintain treatment room supplies	46
C0263	Prepare, calculate, or administer intramuscular injections	46
C0268	Prepare, calculate, or administer subcutaneous injections	46
A0100	Perform or practice stabilizations of cervical spines	46
P0712	Review patient medical records or forms	38
A0034	Clean and disinfect medical equipment	38
A0042	Dispose of contaminated needles or syringes	38
B0165	Perform visual acuities	38
B0164	Perform venipunctures for blood collection	38
E0286	Administer pulmonary function tests	38
B0225	Label specimens	38
E0329	Transcribe immunization records	38

TABLE A12

ALLERGY AND IMMUNIZATION CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=239)
E0306	Document immunization records	94
E0329	Transcribe immunization records	89
E0320	Prepare medications or vaccines for injections	85
C0263	Prepare, calculate, or administer intramuscular injections	83
E0313	Interpret immunization requirements	82
E0314	Interpret vaccination requirements	78
E0308	Document medical records	77
E0288	Administer required immunizations for deployment locations	76
C0268	Prepare, calculate, or administer subcutaneous injections	74
E0302	Counsel patients concerning routine immunization procedures or effects	72
A0042	Dispose of contaminated needles or syringes	70
B0221	Take or record pulse rates	70
C0262	Prepare, calculate, or administer intradermal injections	69
B0211	Take or record blood pressures	68
E0291	Administer, interpret, or record results of tuberculosis tests	66
C0258	Prepare and administer oral medications or vaccines	63
E0292	Assist with assessment or treatment of anaphylaxis	63
B0222	Take or record respiratory rates	62
C0259	Prepare or administer agents in prefilled or tubex syringes	59
E0304	Develop immunization mobility checklists	53
E0305	Document computer tracking/clinic logs	52
B0212	Take or record body measurements	50
A0099	Perform or practice rescue breathing	50
D0277	Initiate or maintain health records	47
A0060	Maintain treatment room supplies	47
C0235	Identify and initiate emergency treatment for anaphylaxis	47
E0323	Provide or document vaccine information statements	45
B0213	Take or record body temperatures	45
B0177	Set up oxygen equipment	44
O0678	Conduct on-the-job training (OJT)	42
A0100	Perform or practice stabilizations of cervical spines	42

TABLE A13

TRAINER JOB

TASKS	PERCENT MEMBERS PERFORMING (N=20)	
O0685	Develop or procure training materials or aids	90
O0687	Evaluate training methods or techniques of instructors	90
O0680	Determine training requirements	85
O0691	Maintain training records or files	85
O0688	Evaluate effectiveness of training programs, plans, or procedures	85
O0677	Conduct formal course classroom training	80
O0689	Evaluate progress of trainees	80
O0686	Establish or maintain study reference files	80
O0683	Develop training programs, plans, or procedures	75
O0692	Personalize lesson plans	75
O0684	Develop written tests	75
O0675	Brief personnel concerning training programs or matters	75
O0690	Inspect training materials or aids for operation or suitability	65
A0099	Perform or practice rescue breathing	65
O0678	Conduct on-the-job training (OJT)	60
O0674	Administer or score academic tests	55
A0100	Perform or practice stabilizations of cervical spines	55
A0101	Perform or practice traumatic hemorrhage control	55
A0093	Perform or practice applications of long-spine boards	55
A0092	Perform or practice applications of leg traction splints	55
N0661	Recommend personnel for training	50
A0097	Perform or practice decontaminations of personnel or equipment	50
A0094	Perform or practice applications of manual restraints to patients	50
O0679	Counsel trainees on training progress	45
O0694	Write training reports	45
A0098	Perform or practice emergency childbirths, other than during ground transportation or flight	45
A0090	Perform or practice applications of cervical collars	45
A0091	Perform or practice applications of extrication devices	45
A0096	Perform or practice applications of scoop stretchers	40

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